

BULLETIN



MARCH/MARS 1991 VOL. 38, No. 3

Packed Agenda Confronts January Council/ L'assemblée du Conseil de janvier : un ordre du jour chargé

OTTAWA — As Council members gathered in the Adam Room of the Chateau Laurier Hotel in Ottawa, a pall hung over the room — war and rumours of war, a deepening recession and imminent constitutional collapse combined to cast a cloud over the proceedings.

Council sat down to work through a packed agenda. Over the next two days, the Gulf War, the constitutional crisis and the long-term effects of recession on post-secondary education were the focus of the Council business: a vigorous debate over the Gulf War produced two resolutions; Council listened to a spirited address from a representative of the Citizen's Forum on Canada's Future; and, a number of position papers and lobbying activities brought Council up to date on the deepening crisis in funding for post-secondary education.

Debate on the Gulf War

World events intruded into Council proceedings on the second day of deliberations when a number of resolutions regarding the war in the Persian Gulf were introduced.

Debate over the CAUT position vis a vis on Canada's role in the war was vigorous. Quite rapidly, however, a consensus emerged on the need for CAUT to push for practical help for both faculty and students from the Middle East in Canada who are suffering directly as a result of the outbreak of hostilities.

Media reports that faculty and students of Arab background in Canada were being harassed by security intelligence forces on Canadian campuses met with expressions of outrage from Council. It was agreed that CAUT should be vocal in its demands that the federal government deliver on its public pledge that there would be no repeat of the tragic witch-hunts that marked World War II and CAUT should also be vigilant in monitoring any instances of harassment on campus.

A second resolution called on the government to "vigorous pursue a peaceful resolution of the



CAUT President Bob Kerr in conversation with Ernst Benjamin, a member of CAUT's Independent Study Group on University Governance, at the January Council meeting in Ottawa.

conflict in the Middle East" and "ensure that the civil liberties of all persons resident in Canada, especially as expressed in Section 15 of the Charter of Rights and Freedoms, be respected".

continued on page 4

OTTAWA — À mesure que les délégués du Conseil prenaient place dans le salon Adam de l'hôtel Château Laurier, à Ottawa, un nuage se formait au-dessus de leur tête. En effet, la guerre et des rumeurs de la guerre, une récession qui s'intensifie et l'imminence d'un effondrement constitutionnel ont contribué à jeter une ombre sur l'assemblée.

Les membres du Conseil se sont attablés pour éplucher un ordre du jour chargé. Pendant les deux jours de l'assemblée, la guerre du golfe Persique, la crise constitutionnelle et les conséquences à long terme de la récession sur l'enseignement post-secondaire sont intervenus dans les affaires du Conseil. D'abord, un débat vigoureux sur la guerre du Golfe a donné lieu à deux résolutions. Le Conseil a ensuite écouté l'allocution pleine de verve d'un représentant du Forum des citoyens sur l'avenir du

suite à la 4

INSIDE STORIES / À L'INTÉRIEUR

Departments / Chroniques

Packed Agenda Confronts January Council	1	Letters to the Editor	5
Release Time Provisions for Academic Librarians	2	Status of Women Column	6
Liberal Party Tackles Education Policy	7	Nouvelles brèves du Québec	8
Hochelaga University Faculty take on the Media	10	The Lobbyist's Notebook	9
Sarah Shorten 1944-1991	17	Crossword	12
Amnesty International Prisoner of the Month	19	Librarians' Committee Column	13
		From the Hill	14
		The CAUT Bookshelf	25
		and more...	

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Diffusion totale moyenne 32 000. Le Bulletin de l'ACPU paraît 10 fois au cours de l'année universitaire. Le 1er de chaque mois de septembre à juin. Délai de réception des annonces: 13 jours ouvrables au moins avant la date de publication. Les annonces acceptées d'annulations après la date limite. Pour toute offre d'emploi, un délai minimum de 30 jours sera exigé entre la date de parution du journal et la date limite pour postuler le poste.

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Release Time Provisions for Academic Librarians

by Jim Brett and Bob Moore

In the April, 1990 issue of the CAUT Bulletin Eileen Coltz, Chair of the CAUT Librarians' Committee asked for information concerning release time benefits for academic librarians. To date, some written replies have been received and Robert Moore, Secretary to the Librarians' Committee, has spoken with a number of people about this subject.

Unfortunately the phrase "release time" is not a very specific one — it means different things depending on the institution where one works. For the purposes of the study that the Librarians' Committee wishes to carry out, we are not considering long-term "sabbaticals" or leaves, nor are we looking at time bought by an association so that a librarian may participate in its activities, e.g. chairing a faculty association.

Readily accessible release time of a shorter duration is necessary if academic librarians are going to participate in scholarly activities and continue their professional development. Most of us are "schedule driven" and do not have the flexibility that faculty have with respect to their work week. For most academic librarians, sabbaticals and leaves may not be considered as a "right" but a privilege, and must be applied for after several years of service. The increasing workload that many librarians have to cope with may preclude access to sabbaticals. Sabbaticals are also usually viewed as a time for "major" research projects, and this may not fit in with the plans of a librarian. Shorter, more frequent periods of release time may be more beneficial for a librarian's professional and scholarly develop-

ment. Also, librarians with academic status rarely get the faculty equivalent of teaching and research semesters or "two on and one off". This type of release time can help redress this imbalance among academic partners in the university community.

Readily accessible release time of a shorter duration is necessary if academic librarians are going to participate in scholarly activities and continue their professional development.

The types of release time that we are interested in hearing about fall into three categories or models. The first is when a librarian can devote a given period of time, say a day per week within his or her normal work schedule, for professional development or research. The time could be used for keeping up with the literature, taking courses, undertaking research projects, etc. The main point to be recognized with this model is that the librarian's workload is not lessened — the

release time is not taken in lieu of other duties, but it is time sanctioned by the administration for the purposes given above. A second possible model is one where a librarian can be granted time from his or her duties for a limited period, e.g. one or two months to pursue professional development or research projects. During the release time the librarian relinquishes his or her duties and is free to concentrate on whatever project has been agreed to. An extension of this model is one where a librarian may be granted release time on an ongoing basis to participate in special projects.

The Librarians' Committee is interested in receiving much more information on the release time provisions at your institutions to determine whether or not these categories and models apply to practical cases at Canadian university libraries. Please send such data to Robert Moore at the CAUT office. If you have any questions or comments about this matter, please contact either him or myself as soon as possible. This subject will be discussed at the Librarians' Committee meeting March 15-16.

Comments? Questions?

The Editor invites letters, articles, and suggestions from readers. Letters of more than 300 words will be edited for reasons of space. Write, telephone or fax:

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BULLETIN COPY DEADLINES APRIL - JUNE 1991

Issue	Deadline
April	March 14
May	April 15
June	May 14

Des Questions?

La rédactrice en chef invite les lecteurs à lui écrire ou à lui soumettre des commentaires ou des suggestions. Les lettres doivent être brèves mais la rédactrice en chef se réserve le droit de les modifier pour des raisons d'espace. Veuillez communiquer avec :

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DATES DE TOMBÉE DES ARTICLES DU BULLETIN DE AVRIL À JUIN 1991

Numéro	Date de tombée
avril	14 mars
mai	15 avril
juin	14 mai

President's Message Le mot du président



Warming the Chilly Climate

While all aspects of the discrimination, systemic and otherwise, faced by our women colleagues are distressing, the chilly climate is a particularly disturbing phenomenon. What makes the chilly climate most worrisome, in my view, is that it is a manifestation of a mean side of the human psyche that people tend to keep hidden.

I am thinking especially of that part of the chilly climate which takes the form of graffiti, unsigned nasty letters, sick pranks, and even vandalism. All of these occur under the cover of anonymity so that the source is hard, if not impossible, to identify. As a consequence, it is difficult to confront and deal with the problem.

For most other manifestations of gender discrimination, there are remedies that offer at least hope of a solution — positive action in hiring can improve the gender balance in employment, even if the pace is slow; and, gender discrimination in pay and

other rewards can be analyzed and adjustments made. But how does one deal with the warped minds that specialize in secretive petty terrorism?

■ ■ ■
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petty terrorism?*
■ ■ ■

In some cases the actions that create a chilly climate may result from a lack of thought, rather than ill-thought. To that extent, it may be possible to improve the situation by raising sensitivity to the problem.

One wonders, however, if mere thoughtlessness can even explain individual instances of the forms of intimidation I mentioned above. Or, if mere thoughtlessness is an explanation, how likely is consciousness-raising to penetrate such a skull? Indeed one

may even wonder if there is not just as much chance of putting ideas into some heads about ways in which the chilly climate can be perpetuated, as there is of reforming those who are already contributing to it.

While all of this sounds quite pessimistic, the real point is that the chilly climate is very serious business. Those of us who have not experienced it may tend to view it as exaggerated or imagined. On the contrary, the chilly climate is very real. Warming it may be one of the most serious challenges faced in the quest for gender equality in the universities.



Note

The upcoming Status of Women Workshop in Edmonton April 5-7 will focus on strategies to deal with the chilly climate on Canadian campuses. All faculty associations are encouraged to send more than one delegate to this important workshop in order to bring a wide range of ideas to bear on this difficult and pervasive problem.



President Robert W. Kerr / Le président Robert W. Kerr

Pour réchauffer le climat de «refroidissement»

Alors que tous les aspects de la discrimination, qu'elle soit systémique ou autre, auxquels font face nos collègues féminines sont affligeants, le climat de «refroidissement» est un phénomène particulièrement troublant. À mon avis, ce qui rend le climat de refroidissement des plus inquiétants est qu'il s'agit d'une manifestation d'un aspect méchant du psychisme humain que les gens tentent de camoufler.

Je pense, en particulier, à l'aspect concret du climat de refroidissement que l'on retrouve sous forme de graffiti, de lettres anonymes et déplaisantes, de farces dégoûtantes, et même de vandalisme. Tous ces gestes sont anonymes, de sorte qu'il est difficile, voire impossible d'en identifier la source. Il est donc difficile de confronter le problème et de s'en occuper.

Pour la plupart des manifestations de discrimination fondée sur le sexe, il existe des remèdes qui offrent, du moins, l'espoir d'une solution. L'action positive dans l'embauche, par exemple, permet d'améliorer l'équilibre des sexes en emploi, même si les progrès sont lents. Il est possible d'analyser la discrimination fondée sur les sexes en matière de salaires et autres rémunérations et d'apporter les correctifs nécessaires. Toutefois, comment devons-nous nous y prendre avec des esprits tordus qui se spécialisent dans le terrorisme secret et mesquin?

Dans certains cas, les gestes qui créent un climat de refroidissement peuvent découler d'un manque de considération plutôt que d'une mauvaise pensée. Il est peut-être possible, à ce point, d'améliorer la situation en sensibilisant les gens au problème.

On se demande, par contre, si le simple manque d'égard peut expliquer les cas particuliers d'intimidation que j'ai mentionnés précédemment. Car, si le simple manque d'égard est une explication, alors comment peut-

on réussir à sensibiliser un esprit tordu? De fait, on peut même se demander s'il n'y a pas autant de chance d'inculquer à certaines personnes les moyens de perpétuer le climat de refroidissement qu'il y en a de réformer celles qui y contribuent déjà.

■ ■ ■
*Bien que tout ce qui
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■ ■ ■

Bien que tout ce qui précède puisse paraître pessimiste, l'essentiel à comprendre est que le climat de refroidissement est un problème très

grave. Les personnes qui n'en ont jamais fait l'expérience peuvent être enclines à y voir de l'exagération ou de l'imagination. Bien au contraire, le climat de refroidissement est très réel. Dans la quête de l'égalité entre les sexes à l'université, le réchauffement du climat est peut-être l'un des défis les plus sérieux que nous ayons à relever.



Remarque

Le prochain atelier sur le statut de la femme, qui se tiendra à Edmonton du 5 au 7 avril, est une occasion de commencer à relever ce défi. On y traitera notamment de stratégies pour composer avec le climat de refroidissement sur les campus canadiens. Nous invitons toutes les associations de professeurs à déléguer plus d'une personne à cet important atelier afin d'y réunir un large éventail d'idées relatives à ce problème difficile et pénétrant.

January Council *continued from page 1*



Laurier Lapierre from the Spicer Forum on Canada's Future delivered an impassioned address to CAUT Council at their January meeting.

Citizens' Forum on Canada's Future

Journalist and broadcaster, Laurier Lapierre made an impassioned speech to Council on the vital need for all Canadians, faculty included, to make their voices heard in the Citizens' Forum on Canada's Future. "Public dialogue is the essential instrument" of this process he explained, and that his role and that of the Forum is to facilitate and encourage public discussion and debate over the kind of future we want for our country and how we prefer to arrive at that future.

"I want every Canadian in this land to devote three hours of his or her time to speak about Canada — what it means to each of you as citizens of this rich and blessed land. Three hours, that's all. Surely that is not asking too much."

Lapierre urged Council to make use of their

special skills as educators to raise the issue of Canada and her future in the classroom. "Not only do you have the skills but you have a captive audience; use them to facilitate this vital process of dialogue on our collective future."

■ ■ ■

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■ ■ ■

Switching effortlessly from English to French, Mr. Lapierre concluded with this challenge: "For too long we Canadians have been a nation of whiners. Well, the time has come to act. You owe it to yourself and you owe it to your country. Join with us in this moment of history."

Faculty interested in learning more about the Citizen's Forum or in obtaining a Group Discussion Kit for use in the classroom can call the Forum "Idea Line" at 1-800-66-FORUM or write P.O. Box 1991, Station B, OTTAWA K1P 1A2

University Governance Commission

CAUT President, Bob Kerr, informed Council that it was with regret that he had accepted the resignation of Professor Naomi Griffiths from the Commission.

A search is now underway for someone to join Ernst Benjamin, General Secretary of the American Association of University Professors, and Professor Guy Bourgeault from the University of Montreal in this ongoing study of university governance.

To be renamed the *Independent Study Group on University Governance*, the group intends to begin deliberations in the near future. Readers will recall that the February *Bulletin* carried a series of questions to guide submissions covering various subjects including the relationship between the university and the State — the first subject area to be dealt with by the Study Group. The deadline for receipt of submissions from faculty on this first topic is March 30, 1991.



More Council coverage on pages 12 and 23.

L'assemblée du conseil *suite de la page 1*

Canada. Finalement, le Conseil a fait le point sur la crise du financement de l'enseignement postsecondaire qui va en s'intensifiant, à l'aide d'un bon nombre de documents de prise de position et d'activités de lobbying.

Un débat sur la guerre du Golfe

An deuxième jour de l'assemblée du Conseil, l'actualité internationale est intervenue dans les délibérations lorsque l'on a proposé un certain nombre de résolutions relatives à la guerre du golfe Persique.

Un débat animé sur la position de l'ACPU quant au rôle du Canada dans la guerre en a découlé. Toutefois, les membres se sont rapidement entendus sur la nécessité, pour l'ACPU, de prôner une aide pratique pour les professeurs et les étudiants du Moyen-Orient séjournant au Canada qui souffrent directement des affres de la guerre.

Les médias ont rapporté que les professeurs et les étudiants d'origine arabe séjournant au Canada faisaient l'objet de harcèlement de la part des forces de renseignement de sécurité dans les universités canadiennes. Les membres ont qualifié de scandaleux cette situation. Le Conseil a convenu que l'ACPU devait se faire entendre et demander que le gouvernement fédéral respecte sa promesse faite publiquement de ne pas répéter l'ignoble chasse aux sorcières qui a

marqué la Deuxième Guerre mondiale et qu'il surveille avec vigilance les cas de harcèlement racial sur les campus.

Une seconde résolution demandait au gouvernement de «rechercher vigoureusement un règlement pacifique du conflit au Moyen-Orient» et de «garantir le respect des libertés civiles de toutes les personnes résidant au Canada, conformément, en particulier, à l'article 15 de la Charte des droits et libertés».

Le Forum des citoyens sur l'avenir du Canada

Journaliste et annonceur, Laurier Lapierre a prononcé un discours passionné devant le Conseil sur l'importante nécessité pour tous les Canadiens, y compris les professeurs, de se faire entendre au Forum des citoyens sur l'avenir du Canada. Il a expliqué que le dialogue public était l'instrument essentiel du processus. Son rôle et celui du Forum est de faciliter et d'encourager les discussions et les débats publics sur le genre d'avenir que nous voulons pour notre pays et comment nous préférons y parvenir.

«Je veux que chaque Canadien et chaque Canadienne consacre trois heures de son temps pour parler du Canada, ce qu'il signifie pour chacun de nous en tant que citoyens de ce pays riche et béni. Trois heures, pas

plus. Ce n'est certainement pas vous demander beaucoup.»

M. Lapierre a pressé les délégués du Conseil de se servir de leurs talents d'enseignants pour soulever la question du Canada et de son avenir dans leurs cours. «Vous avez non seulement les compétences mais vous avez un auditoire attentif; servez-vous en pour faciliter ce dialogue capital sur notre avenir collectif.»

Passant sans effort de l'anglais au français, M. Lapierre a conclu en lançant ce défi : «Pendant trop longtemps, nous les Canadiens, avons été un peuple de gagnants. Hé bien, il est temps d'agir. Vous le devez à vous-même et vous le devez à votre pays. Joignez-vous à nous en ce moment historique.»

Les professeurs intéressés à en savoir davantage sur le Forum des citoyens ou à obtenir le Cahier pour groupes de discussion afin de l'utiliser dans leurs classes, peuvent téléphoner au Forum par le truchement de la «Boîte à idée» téléphonique, au numéro 1-800-56-FORUM, ou écrire à l'adresse suivante: C.P. 1991, Succursale B, Ottawa (Ontario) K1P 1A2.

La Commission sur la direction des universités

Le président de l'ACPU, M. Bob Kerr, a informé le Conseil qu'il avait accepté avec regret la démission de

Mme Naomi Griffiths de la Commission.

On recherche présentement une personne qui se joindra à Ernst Benjamin, secrétaire général de l'American Association of University Professors, et à M. Guy Bourgeault, professeur à l'Université de Montréal, dans l'étude en cours sur la direction des universités.

La Commission, qui sera renommée le Groupe d'étude indépendant sur la direction des universités, a l'intention d'entamer les délibérations bientôt. Les lecteurs se rappelleront sans doute que le numéro de février contenait une série de questions pour aider la rédaction des mémoires sur le premier domaine sur lequel le Groupe d'étude se penchera, à savoir les relations entre l'université et l'État. On accepte les mémoires des professeurs sur le premier thème jusqu'au 30 mars 1991.

Letters to the Editor À la rédactrice



La retraite obligatoire : La barbarie est proche

Le jugement relatif à la retraite obligatoire à 65 ans se situe au centre d'une flagrante distorsion de la société actuelle. Même en ne retenant qu'une variable des caractéristiques physiques, notamment celle de l'âge, une tentative d'HOMOCÉNÉISATION DES INDIVIDUS se révèle dans cette décision. A la limite, elle pourrait atteindre éventuellement tous les EXCLUS en raison des caractéristiques physiques de la race, du sexe, du handicap... Les théoriciens racistes concernant la «pureté du sang» susceptible de dégénérer à 65 ans dressent inopinément l'oreille : quant au prétexte de renouvellement du personnel comme moyen de justification, Pol POT avait retenu celui de l'économie. Il exterminait les

personnes âgées de 45 + et ceux et celles qui, à tout âge, portaient des lunettes.

Une collectivité qui cherche à rendre ses membres aussi homogènes que possible procède impitoyablement à l'exclusion des soi-disant «IMPURS»; on en connaît les effroyables conséquences. Ce n'est pas sans raison qu'Alexis de Tocqueville, dont l'opposition à COBINEAU est bien connue, s'inquiétait du sort de la démocratie.

**LA BARBARIE EST PROCHE!
ELLE PEUT ENTRER PAR LA
PORTE...**

Roland Lamontagne
Université de Montréal



Mandatory Retirement and The Dead Sea Scrolls

Here's a note on mandatory retirement from *The Dead Sea Scrolls*:

There shall be as many as ten men chosen by the congregation according to the time, four of the tribe of Levi and six from Israel, ... [who are] from five and twenty years to sixty years old. But no one shall take the position from the age of sixty years and upward, ... for when man transgressed, his days were diminished, and in the heat of God's anger against the inhabitants of the earth he commanded that their knowledge should depart from them before they completed their days.

— from M. Burrows, *The Dead Sea Scrolls*, Viking, 1955: p. 359

The message is pretty clear: What God hath rendered obsolete, let no management retain.

V. Signorile
University of Windsor



Opus Dei revisited

John McMurtry's opinion of *Opus Dei* (CAUT Bulletin, December 1990) calls for an academic comment. In any controversial issue, it is incumbent upon a professor to base his published views on various primary sources insofar as these are available. Unfortunately Professor McMurtry, who cites two newspaper articles and one volume, seems not to have consulted any of the writings of *Opus Dei's* founder, nor of his successor, nor of qualified churchmen, nor even the essay on the founder Cardinal Luciani published shortly before he was elected Pope John Paul I.

I would like to assume it is this lack of information, and not a *parti pris*, which leads him to attribute to the founder of *Opus Dei* a political role in 1933 mentioned in none of his biographies published to date, and to suggest he was "intractable opposed to Vatican II" when Cardinal Franz Koenig, Cardinal Sergio Pignedoli, Custave Thibon and other acknowledged authorities have gone on record as considering him a precursor to the Council. Furthermore,

his error in considering *Opus Dei* to be a "Personal Prelature to the Pope" comes from an understandable misconception of what a personal prelature is, a misconception which could easily have been rectified by consulting some of the documents published on this recently developed juridical structure.

Having been associated with *Opus Dei* for a number of years, I could comment on Professor McMurtry's other points, most of which I find at best misleading, but in some cases simply erroneous. My point, however, is this: ill-informed writings of this sort do injustice both to the persons and the subject treated and as a result reflect unfavorably on university professors.

Walter Hirtle
Université Laval



Canadian Academics in Kuwait

With reference to Professor Lee Lorch's letter (CAUT Bulletin, Jan. 1991, page 15), I am one of the Canadian academics who lost their jobs in Kuwait. I also lost my library: text books, reference books, conference proceedings, reprints, etc. My wife and I also lost our personal belongings. Luckily we were in India when the invasion took place. Immediately I wrote to the Canadian High Commission in New Delhi but I did not even receive an acknowledgment. We had earlier encountered indifference at the Canadian Embassy in Kuwait when we approached them in connection with a visitor's visa for our daughter-in-law. I wonder if all Canadians receive such treatment or only those who are "visible" minorities. Fortunately our son lives in Ottawa and he arranged for our tickets. On the other hand, I met a U.S. citizen (originally from India) who together with his family were provided with all facilities in India as well as tickets to return to the U.S.A.

Carleton University has kindly provided me with an office and library facilities.

Dr. S.A. Naimpally
Lakehead University



To the Committee on Canadianization:

I enclose a questionnaire on hiring recently undertaken by the Committee for Professional Concerns, ACUTE (Association of Canadian University Teachers of English). This questionnaire was completed by 42 of the 60 departments it was sent to and provides data on matters related to recent hiring, the status of part-time and sessional instructors, the production of Ph.D.'s, and the prospects for hiring over the next 5 years in the field of English studies in Canada. The report will be presented at the ACM of ACUTE in May at Queen's during the Learned Societies' Conference.

The Committee is still pondering the results, but I thought it was important to send a preview copy to the Committee on Canadianization since the trends highlighted in this document suggest strongly that the existing policies on Canadianization — as these pertain to English studies — need to be maintained at the very least. The questionnaire results indicate that any touted hiring boom in the immediate future is simply a myth, and that the hiring pool is large already and will only continue to grow. Indeed, if it is remembered that the figures on production of Ph.D.'s in this questionnaire (451 Ph.D.'s for 182 positions over the next 5 years) refer

only to domestic Ph.D.'s and therefore take no account of post-doctoral students, students pursuing graduate studies in the U.S. or overseas, or current part-time and sessional instructors, then the situation looks extremely serious.

I won't belabour the details any further except to re-iterate, from the point of view of this discipline, the obvious imperative to maintain the existing policies.

David A. Kent
Chair
Committee for Professional Concerns
ACUTE



Status of Women Committee Column

Chronique du comité du statut de la femme



March 8, 1991 — International Women's Day

Many people may not know that International Women's Day is rooted in the often bloody history of organized labour in North America.

It dates back to a day in March in 1907 when women garment workers, marching through New York City to demand equal rights for women as well as better wages and shorter hours, were met with police violence. A year later demonstrators, calling for women's suffrage and the abolition of sweat shops and child labour, were forcibly dispersed.

The Second International proclaimed International Women's Day to commemorate these events. For many years, International Women's Day continued to be observed in socialist countries. With the rise of the contemporary feminist movement in the West, the celebration was adopted by feminists.

On university campuses it is frequently an occasion for coordinated planning between town and gown. Organizers of contemporary celebrations of International Women's Day take its origins seriously, linking women's issues with a general opposition to injustice and inequality.

In many ways, International Women's Day celebrations fulfill a need in modern society for secular ritual. Rituals promote what has been called *communitas* — a joining together across social boundaries — providing a safe framework for exploring sources of social dysphoria. Typically, rituals are characterized by heightened emotions tempered by festivity and playfulness.

This year, observances at several Canadian universities focus on promoting peace and combating racism as well as displaying women's achievements in scholarship and the arts. But as the following description of events planned for our campuses shows, a festive air is also very prevalent, with plenty of music, dance and entertainment.

At the University of Lethbridge 11 women's groups have planned events around the theme "Women of the World", including a fair featuring women artisans and craftspeople, a lunch organized by the Multicultural Women's Centre, and workshops on women in South America, Africa and

Southeast Asia. Singer Peggy Ward will perform.

At York University, the theme is "Race and Gender: Resisting Violence, Celebrating Diversity". The university's art gallery will mount a two-week exhibit featuring misogynist and homophobic graffiti meant to dramatize the hostility which more than half the university community faces while going about its daily business. The Toronto bands "Matriphiles" and "Random Order" will perform. A reading of women's writing and a presentation by the Native People's Coalition will also be held.

At the University of Toronto, a brunch will be held before the annual International Women's Day March, an event uniting many university and community groups in Toronto.

At the University of Waterloo, women's involvement in the peace movement and the university's excellent facilities for scholarship concerning women will be celebrated. A colloquium will feature contributions by Christine Ball and Jo Davis, co-founders of Voice of Women, a

Canadian women's peace organization. The event commemorates the addition of the papers of Voice of Women's early years to the university's Women's Studies collections.

In Montreal, events have been planned at McGill University, Concordia University, and Université de Montréal, including a spectacle, "Rire et Solidarité", a talk on the "Racial Construction of Gender", an evening of lesbian narrative, a "Pro-Choice Forum", and a women's dance, to benefit women's programming on radio station CKUT. At McGill, The Centre for Research and Teaching on Women will present "Women's Studies: Time to Celebrate and Recreate".

At the University of Windsor, International Women's Day will be commemorated with a talk by Monique Frieze on women and engineering.

In Regina a slide show, "Mothers of the Revolution", depicting women in Zimbabwe and Mozambique will be shown. The YWCA's annual dinner will feature a panel discussion,

"Women's Role in Peace Making", and feminist films will be shown at the Regina Public Library. A gathering sponsored by the Canadian Research Institute for the Advancement of Women will explore links between the university's Women's Studies program and community groups. In Saskatoon, "Common Women/Uncommon Accomplishments" will be the theme underlying a variety of events including a peace demonstration, a presentation on Third World women, the decoration of a wall with cards noting women's achievements during the past year, and feminist theatre. There will also be a dance sponsored by the Pro-Choice Coalition, and a luncheon catered by the Immigrant Women's group with an address by a representative of "Raging Grannies".

At the time of writing, many other events were in the planning stage.



Le 8 mars 1991, la Journée internationale des femmes

Un bon nombre de personnes ne sait peut-être pas que la Journée internationale des femmes prend racine dans l'histoire souvent sanglante du mouvement ouvrier en Amérique du Nord. Cette fête remonte à une journée de mars 1907 lorsque des ouvrières du vêtement, marchant dans les rues de New York pour revendiquer des droits égaux pour les femmes ainsi que de meilleurs salaires et la réduction des heures de travail, affrontèrent la violence des policiers. L'année suivante, des manifestants réclamant le suffrage des femmes et l'abolition de l'exploitation des ouvrières et de la main-d'œuvre enfantine dans les usines, furent dispersés de force.

La IIe Internationale a proclamé la Journée internationale des femmes pour commémorer ces événements. Pendant de nombreuses années, on a célébré cette journée dans les pays

socialistes. Toutefois, avec la montée du féminisme contemporain en Occident, les féministes ont adopté cette fête.

■ ■ ■
D'autre part, on
prévoit des activités à
Montréal, à l'Université
McGill, à l'Université
Concordia et à
l'Université de Montréal.
■ ■ ■

Sur les campus universitaires, la Journée internationale des femmes est

souvent l'occasion de planifier des activités de concert avec les étudiants et la population hors-campus. Les organisateurs des fêtes contemporaines de cette journée internationale prennent au sérieux ses origines et relient les questions touchant les femmes à une opposition générale à l'injustice et à l'inégalité.

Les activités de la Journée internationale des femmes combinent en bien des façons un besoin de rituel séculaire dans la société moderne. Les rituels encouragent les réunions intersociales, que l'on appelle *communitas*, ce qui offre un cadre sûr pour explorer des sources de dysphorie sociale. En règle générale, les rituels se caractérisent par d'intenses émotions que tempèrent des festivités et le plaisir.

Cette année, les activités organisées dans plusieurs universités canadiennes s'attendent sur la promotion de la ►

Liberal Party Tackles Education Policy

On January 31, Dr. Ron Duhamel, Liberal Critic for Secretary of State, presented a paper entitled "The Federal Role in Education — A Guide to Policy Development", to representatives of approximately a dozen educational associations including representatives from CAUT.

In 1990, Mr. Duhamel travelled across the country to consult Canadians and solicit their views regarding the federal government's role in education. His report reflects his interpretation of the various comments and suggestions gathered.

Of the 27 recommendations, 4 stand out in particular:

Recommendation 1: That the Liberal Party recognize education and human resource development as an indispensable part of its social and economic policy, and commit to preserving the federal presence in post-secondary education and training.

Recommendation 2: That the Liberal Party commit itself to a complete overhaul of the EPF funding arrangements within 18 months of taking office. The process should begin immediately, must take place within the framework of an integrated fiscal and economic plan.

Recommendation 13: That all federal training funds be expanded only in the context of clearly articulated economic and social policy objectives.

Recommendation 25: That a complete program review of the Canada Student Loans Program take place,

taking into account a changed student population, new cost of living data including GST, and the fiscal situation of the government. As part of such a review, the government should examine the feasibility of expanded summer employment programs for students as a supplement to loans.

The report is being circulated so that as many people as possible can provide feedback and advice. Anyone who wishes to give comments on the report should do so by MARCH 31, 1991 so that the current report can be updated and shared with the Federal Caucus, if possible, by the end of June, 1991.

A copy of the report may be obtained by calling:

Taras Zalusky 613-995-0579 or by writing:

Mr. R.J. Duhamel, MP
Room 249, Wellington Bldg.
Ottawa, Ontario
K1A 0A6

NO POSTAGE NECESSARY



Le parti libéral et l'éducation

Le 31 janvier, M. Ron Duhamel, porte-parole du Parti libéral pour le Secrétariat d'État, présentait un document de réflexion intitulé «Le rôle du gouvernement fédéral en matière d'éducation — Ébauche de politique». Étaient présents plusieurs représentants(tes) d'associations canadiennes du milieu éducationnel, dont l'ACPU.

Ce document, résultat de concertations pan-canadiennes tout au long de 1990, reflète l'interprétation de M. Duhamel des commentaires et suggestions recueillis auprès des Canadiens(nes) en ce qui a trait à leur vision du rôle du fédéral en éducation.

Des 27 recommandations proposées, nous en retenons 4 particulièrement intéressantes:

Recommandation 1 : Que le Parti libéral reconnaisse que l'éducation et le développement des ressources humaines sont un élément indispensable et indissociable de sa politique économique et sociale, et qu'il s'engage à assurer la présence du gouvernement fédéral en matière d'éducation postsecondaire et de formation.

Recommandation 2 : Que le Parti libéral s'engage à refondre complètement les accords relatifs au financement du FPE dans les 18 mois de son arrivée au pouvoir. Le processus de refonte devrait commencer immédiatement, comprendre de larges consultations avec toutes les parties touchées et se situer dans le cadre

d'un plan fiscal et économique intégré.

Recommandation 13 : Que tous les fonds fédéraux prévus pour la formation ne soient dépensés qu'en fonction des objectifs clairement définis de la politique économique ou sociale.

Recommandation 25 : Que l'on procède à un réexamen complet du programme de prêts aux étudiants du Canada en tenant compte de l'évolution de la population étudiante, de nouvelles données sur le coût de la vie (y compris la TPS), et de la situation financière du gouvernement. Celui-ci devrait profiter de l'occasion pour examiner s'il serait possible de compléter les prêts par de meilleurs programmes d'emplois d'été.

Le rapport a été remis à un large éventail de personnes afin de recevoir leurs commentaires et suggestions. Toute personne intéressée peut envoyer ses observations d'ici le 31 MARS, 1991 afin qu'un rapport, mis à jour, puisse être présenté au caucus fédéral dès juin de cette année, si possible.

On peut se procurer le rapport en téléphonant à:

Taras Zalusky 613-995-0579 ou en écrivant à:

M. Ronald J. Duhamel, député
pièce 249, éd. Wellington
Ottawa, Ontario
K1A 0A6

PAS DE TIMBRE REQUIS



La Journée internationale des femmes suite de la page 6

à la lutte contre le racisme. Il y aura également des expositions de réalisations de femmes dans les études et dans les arts. Toutefois, comme en témoigne la description des activités prévues dans nos universités, une atmosphère de fête prévaut, accompagnée de musique, de danse et d'amusements.

À l'Université de Lethbridge, notamment, onze groupes de femmes prévoient des activités sur la femme et le monde, y compris un salon des métiers d'art où des artisanes exposent leurs œuvres. On prévoit en outre un déjeuner organisé par le centre multiculturel des femmes, des ateliers sur les femmes d'Amérique du Sud, d'Afrique et d'Asie du Sud-est. La chanteuse Peggy Ward donnera un spectacle.

À l'Université York, le thème est «Race and Gender: Resisting Violence and Celebrating Diversity». Le musée des beaux-arts de l'université organisera une exposition de deux semaines sur les graffiti misogènes et homophobes dans le but de sensibiliser la collectivité à l'hostilité

à laquelle fait face plus de la moitié du corps universitaire en vaquant à ses activités quotidiennes. Les orchestres de Toronto «Matriphiles» et «Random Order» donneront un spectacle. Une lecture d'écrits de femmes et une présentation de la coalition des peuples autochtones auront lieu.

On organisera à l'Université de Toronto un brunch avant la marche de la Journée internationale des femmes, une activité qui réunit de nombreux groupes universitaires et communautaires de Toronto.

À l'Université de Waterloo, on fêtera la participation des femmes au mouvement pour la paix et on soulignera l'excellence des ressources de l'université permettant la poursuite d'études sur les femmes. Un colloque portera sur l'apport de Christine Ball et Jo Davis, cofondatrices de «Voice of Woman», un organisme canadien féminin pour la paix. L'événement commémore l'addition d'articles des débuts de Voice of Women aux collections des études sur les femmes de l'université.

D'autre part, on prévoit des activités à Montréal, à l'Université McGill, à l'Université Concordia et à l'Université de Montréal. Il y aura, entre autres, un spectacle «Rire et solidarité», une conférence sur la construction raciale des sexes, une soirée de récits pour les lesbiennes, un forum pro-choix et une danse pour les femmes au profit de la programmation des femmes à la station de radio CKUT. À l'Université McGill, le Centre for Research and Teaching on Women présentera «Women's Studies: Time to Celebrate and Reconnect».

À l'Université de Windsor, la Journée internationale des femmes sera soulignée par une conférence de Moutique Frieze sur les femmes et le génie.

À Regina, un diaporama intitulé «Mothers of the Revolution», décrit les femmes du Zimbabwe et du Mozambique. Le dîner annuel du YWCA prévoit une table ronde intitulée «Women's Role in Peace Making». Des films féministes seront projetés à la bibliothèque publique de Regina. Une rencontre, organisée par l'Institut canadien de recherches

sur les femmes, explorera les liens entre le programme d'études sur les femmes de l'université et les groupes communautaires. À Saskatoon, les activités sur le thème «Common Women/Uncommon Accomplishments», comprennent une manifestation pacifique, une présentation sur les femmes du Tiers-Monde, la décoration d'un mur à l'aide de cartes soulignant des réalisations de femmes au cours de la dernière année et du théâtre féministe. On prévoit également une danse organisée par la coalition Pro-choix et un déjeuner confié aux soins des traiteuses «Immigrant Women». Une représentante des «Raging Grannies» prononcera une allocution.

À l'occasion de la rédaction de la présente chronique, de nombreuses activités sont en préparation. Celles mentionnées précédemment, représentent un éventail de thèmes venant des quatre coins du pays.



Nouvelles brèves du Québec



La FAPUQ et l'IPUQ préparent leur fusion

par Marie LeComte

Candidate au doctorat en sciences politiques à l'Université de Montréal

Le regroupement des professeur-e-s d'université au Québec dans le cadre d'une organisation unique est une idée qui s'impose de plus en plus dans les milieux associatifs et syndicaux. Déjà, en février 1990, la tenue d'un colloque intitulé: *L'appartenance à une fédération: un plus ou un compromis*, organisé par le Syndicat des professeur-e-s de l'Université de Sherbrooke (SPPUS), a été le prélude à l'unification en cours des forces politiques représentant les professeur-e-s et l'occasion pour ces derniers

de discuter des problèmes de l'enseignement supérieur et des moyens les plus efficaces pour y faire face, dont celui du regroupement.

De nombreux participant-e-s à ce colloque, qui représentaient une quinzaine de syndicats et d'associations, ont fait part de leur analyse de la situation. Il en est ressorti que la dispersion des professeur-e-s dans plusieurs organisations est devenue inacceptable compte tenu des menaces qui planent sur l'université: sous-financement, atteintes à la liberté universitaire, ingérence du monde des affaires au niveau des instances décisionnelles, etc. Et qu'en conséquence, il serait judicieux de réfléchir sérieusement à l'hypothèse d'unifier sous un seul «chapeau» l'ensemble des syndicats et associations de professeur-e-s d'université du Québec. Enfin, au

terme du colloque, les participant-e-s ont convenu de se rencontrer l'hiver prochain, c'est-à-dire dans les jours qui viennent, afin de faire part de leurs réflexions et de décider de l'avenir.

À cette fin, des rencontres ont eu lieu entre la FAPUQ et l'IPUQ pour discuter du réaménagement et du renforcement de la représentation sociale et politique des professeurs d'université. Un comité FAPUQ/IPUQ formé de messieurs Marcel Pepin (SGPUM) et Jean Coulet (SOUS), représentant la FAPUQ, et de monsieur Roch Denis (SPUQAM) et madame Pauline Fahmy (SPUL), représentant l'IPUQ, a été chargé d'explorer la problématique du regroupement et de suggérer la forme d'organisation la plus appropriée pour donner aux professeur-e-s les moyens d'atteindre leurs objectifs.

La nécessité du regroupement

Les efforts de regroupement des professeur-e-s d'université au sein d'un même organisme sont motivés par différentes raisons. D'abord, l'éparpillement de la représentation politique des professeur-e-s est dangereux à certains égards. En effet, 7937 professeur-e-s se trouvent partagés entre la CSN, la CEQ, l'IPUQ, la FAPUQ et l'ACPU. Selon Marcel Pepin, dans une entrevue accordée à *Nouvelles Universitaires*, il affirmait: «dans l'éventualité d'un coup dur, d'un conflit avec le ministère de l'Enseignement supérieur et de la Science par exemple, les professeur-e-s se regrouperaient fatalement, mais ils seraient sur la défensive. Toutefois, réunis au sein d'un même organisme, ils seraient en mesure de prendre l'offensive et d'initier les démarches nécessaires à la défense de leurs intérêts collectifs».

D'autre part, les professeurs d'université sont préoccupés par la revalorisation collective de leurs fonctions d'enseignement et de recherche. L'organisme projeté disposerait à cette fin de services juridiques, de recherche et de communication.

Les professeur-e-s cherchent également à se regrouper pour des raisons qui dépassent la défense de leurs intérêts spécifiques. Ils veulent défendre, entre autres, l'accessibilité et la démocratisation de l'enseignement universitaire. Ils souhaitent engager des discussions avec les chargé-e-s de cours et tiennent à accroître la présence des femmes dans leurs rangs. Toutes ces raisons et bien d'autres jouent en faveur du regroupement.

Vers une nouvelle fédération

Le projet de regroupement le plus sérieux envisagé jusqu'à aujourd'hui, propose une transformation telle de

la FAPUQ qu'elle changerait de nom. Son infrastructure, son personnel permanent et ses 23 années d'expérience pourraient être mis à profit au sein d'un nouvel organisme. En contrepartie, l'IPUQ, plus jeune et dépourvue de personnel permanent, disparaîtrait.

La nouvelle FAPUQ subirait des modifications importantes dans ses structures. Marcel Pepin, dans l'entrevue déjà citée, propose la coexistence de deux catégories de syndicats affiliés qui auraient par contre les mêmes droits politiques. La première catégorie serait composée des affiliés qui choisiraient de se prévaloir des services techniques et juridiques du nouvel organisme. Ils continueraient à payer le montant actuel de la cotisation. La deuxième catégorie serait composée des syndicats qui choisiraient de ne pas se prévaloir de ces services. Le montant de leur cotisation serait plus faible et ne servirait à couvrir qu'une fraction des frais de fonctionnement de la nouvelle fédération. Dans cette perspective, chaque membre pourrait, s'il le désire, maintenir une double affiliation, avec l'ACPU, la CSN ou la CEQ, par exemple. Celle-ci déterminerait le niveau de service auquel il s'attend du nouvel organisme, puisque des services comparables sont disponibles ailleurs.

En outre, il est prévu que la nouvelle fédération adoptera une appellation qui souligne son caractère syndical. Toutefois, les débats relatifs à la fusion des deux organismes n'étant pas terminés, d'autres propositions seront probablement mises de l'avant par les différents intervenants lors des rencontres à venir.

1. *Nouvelles Universitaires*, Vol. 12, No 3, 1990

Des chiffres et des lettres

Le compte est bon

Utilisez les six nombres, au plus une fois chacun, pour arriver au total, ou le plus près possible du total. Vous pouvez additionner, soustraire, multiplier ou diviser. UNE MINUTE par problème!

Exemple: 6 5 25 4 50 25 319

Solution: $[(25 - 50) \times 4] + 25 - 6 = 319$

1. 9 7 1 3 25 3 197
2. 100 50 2 8 25 75 260
3. 25 7 8 100 50 2 643
4. 4 8 9 1 3 7 257

Le mot le plus long

Composez le mot le plus long possible en agencant les six lettres proposées. Les formes du féminin, du pluriel, etc., sont permises. UNE MINUTE par problème.

Exemple: T E S E Q O P R Z

Solution: PORTÉES (7)

1. BUSQRAFIE
2. TIMONADON
3. RETOSISUD
4. RETESAPIG

Solution des jeux du mois passé

$$\begin{aligned} (4 \times 75) + (8 \times 7) + 1 &= 357 \\ ((25 - 7) \times 3 \times 10) + 2 + 4 &= 546 \\ ((6 \times 7 + 1) \times 8 - 25) \times 3 &= 957 \\ (100 - 3 - 2 - 1) \times 7 + 8 &= 666 \end{aligned}$$

1. JUGEOTE (7)
2. POUSSETTE (9)
3. CADRAGE (7)
4. ENTACHER (8)

N'hésitez pas à envoyer de nouvelles solutions à:

Chiffres et lettres

c/o ACPU

294, rue Albert

Bureau 308

Ottawa (Ontario)

K1P 6E6

et nous les publierons.



Lobbyist's Notebook Le carnet du lobbyiste



by Donald C. Savage, Executive Director, CAUT

Science Statistics
Last month we reported that the government had proposed to stop gathering statistics on research and development in Canada as part of its austerity program. CAUT protested this proposal. The Minister for Science, Bill Winegard, has written to CAUT to say that the Science and Technology Indicators Program at Statistics Canada will be neither suspended nor reduced in the coming year.

Pre-budget Submission

CAUT's pre-budget submission to Minister of Finance Michael Wilson warned that any attempt to reduce the deficit by placing further financial strains on the universities was a serious error because Canada's ability to advance and develop in the modern world depends on a strong and vital post-secondary educational system. In particular CAUT urged the Minister to:

- maintain the Conservative Party's commitments on EPF,
- implement the recommendations of the Lortie report on research,
- abolish the 3% tax on student loans and the proposed \$75 tax on foreign students,
- pay the costs of the federal equity program, and
- eliminate the GST on books and periodicals.

AUCC also issued a detailed pre-budget document.

Bill C-69

CAUT appeared before the Senate Standing Committee on National Finance which was studying Bill C-69, the legislation to implement Mr. Wilson's budgetary onslaught of last year which froze EPF funds to universities. The Conservative senators had an interesting line of attack; namely, that there were too many students in the universities, the wrong sort were being let in, and the universities could, by implication, accommodate the budget cuts by cutting the number of students. The lone Liberal senator did not seem to dissent from this very much. Another suggestion from one Conservative senator was that the private sector should take up the slack, although it was a little hard to see how this might happen in the depths of a recession. Both AUCC and CFS testified to the committee. Bill C-69 is now law.

Ron Duhamel M.P.

CAUT, along with several other organizations, attended a meeting on Parliament Hill convened by Ron Duhamel, Liberal MP for St. Boniface. The meeting was called to discuss his recently published policy document, entitled *The Federal Role in Education: A Guide to Policy Development*, on post-secondary education. See p.7 for further details.

Consortium Lobby Planned for Week of March 17

CAUT was one of the founding members of the National Consortium of Scientific and Educational Societies in 1976. The Consortium brings together 35 organizations involved in higher education and research in order to coordinate their lobbying activities. Each year the Consortium holds a week-long lobby on Parliament Hill. This year the lobby will commence on St. Patrick's Day. The lobbying week is organized in the CAUT offices.

Tax on Foreign Students

Last year the federal government imposed a 3% tax on loans for Canadian students. This year it is proposing a \$75 tax or visa fee for foreign students. The government tried this in 1984, but the then Secretary of State, Walter McLean, vetoed it. CAUT has protested this round, and we hope that the current Secretary of State, Gerry Weiner, will have the same concerns about foreign students as his predecessor. Both taxes are, of

course, regressive in the sense that they apply to the poorest as well as the richest students.

■ ■ ■
*any attempt to reduce
the deficit by placing
further financial strains
on the universities
was a serious error*
■ ■ ■

University Charitable Status in Jeopardy

Otto Jelinek, the Minister of National Revenue, is proposing new guidelines for charitable status. In doing so, he has decided to import a war that has been going on in the United States for some time. He is proposing that charities may not undertake business activities that compete directly with private business. This would immediately deprive most Canadian universities of their charitable status. One thinks of student dormitories which compete with private landlords, hookstores, print shops, mail rooms, and the like. It would also affect those learned societies which publish bulletins or journals for their members. There is also a section on political activities or lobbying which has raised vagueness to a fine art. At

Remember that you can write any M.P. or any Minister at the House of Commons, Wellington St., Ottawa K1A 0A6. You don't even have to put a stamp on it. If you think it would interest CAUT, please send us a copy.

the moment this is a discussion paper. To obtain a copy of the proposed rules, write to Otto Jelinek, The Minister of National Revenue, Connaught Building, MacKenzie Ave., Ottawa K1A 0L5.

National Advisory Board on Science and Technology (NABST)

There have been rumours around Ottawa for some months that the government intends to restructure NABST and remove the heads of the granting councils, presumably in order to increase the number of business representatives. CAUT has written the Minister for Science to protest this move, and has received a delphic answer which suggests that this indeed is his intention.

Liberal Task Force on the Recession

On February 7th CAUT appeared at the Ottawa hearing of the Liberal Party Task Force on the Recession and the Economy. The hearing was attended by various Liberal members of the House of Commons and the Senate and was organized by Liberal

continued on page 10

par Donald C. Savage
Directeur général, ACPU

Statistiques scientifiques
Dans le numéro du mois dernier, nous avons signalé que le gouvernement avait proposé de cesser la cueillette de statistiques en recherche et développement au Canada dans le cadre de son programme d'austérité. L'ACPU a protesté contre ce projet. Le ministre des Sciences a écrit à l'ACPU et a déclaré que le programme des indicateurs scientifiques et technologiques ne serait ni suspendu ni réduit au cours de la prochaine année.

Mémoire préalable au budget

Le mémoire préalable au budget que l'ACPU a soumis au ministre des Finances mettait en garde contre toute tentative de réduire le déficit en

comprimant davantage le financement des universités. À notre avis, c'est une grave erreur parce que la capacité du Canada à croître et à s'épanouir dans le monde moderne dépend d'un système d'enseignement postsecondaire fort et indispensable. L'ACPU a recommandé en particulier au ministre:

- de respecter les engagements du Parti conservateur en matière de FPE;
- de mettre en oeuvre les recommandations du rapport Lortie dans le domaine de la recherche;
- d'abolir la taxe de 3 pour 100 sur les prêts d'études et le projet de taxe de 75 \$ sur les visas des étudiants étrangers;
- d'assumer les coûts du programme fédéral sur l'équité et
- d'éliminer la TPS sur les livres et les périodiques.

Le projet de loi C-69

L'ACPU a comparu devant le Comité sénatorial permanent des

Nous vous rappelons que vous pouvez écrire à n'importe quel député ou ministre de la Chambre des communes, rue Wellington, Ottawa K1A 0A6. Vous n'avez même pas besoin d'affranchir l'enveloppe. Si vous pensez que votre lettre pourrait intéresser l'ACPU, veuillez nous en faire parvenir une copie.

finances nationales chargé d'étudier le projet de loi C-69, la loi devant mettre en vigueur l'austère mesure que M. Wilson a annoncée dans son budget de l'an dernier et qui prévoyait le gel des paiements de transfert aux universités. Les arguments des députés conservateurs étaient assez intéressants. Ils ont prétendu, notamment, que trop d'étudiants fréquentaient les universités, que l'on n'y admettait pas la bonne espèce et que les universités, implicitement,

suite à la page 11

Hochelaga University Faculty take on the Media

Ottawa — Early in February, faculty from across the country gathered in Ottawa for a two and a half day intensive workshop designed to teach them the latest techniques in government lobbying.

Participation and hands-on learning were the keynotes of the weekend. Delegates were divided into teams, each representing the faculty association at a fictitious Hochelaga University in the province of Stadacona. A range of real-life simulations were devised to hone participants' skills in organizing themselves to participate with maximum effectiveness in a federal by-election that had just been called in their riding. The simulation exercises challenged faculty to think through how best to get university and faculty concerns onto the political agenda and into the public eye.

As they arrived, each delegate was presented with a mass of background information and statistical data about Hochelaga University, the surrounding town and the province of Stadacona, as well as position papers and documentation on the major issues affecting post-secondary education in Canada.

In addition to preparing a detailed lobbying strategy, each team drafted a news release, participated in a simulated radio hot-line phone-in show hosted by professional broadcasters, and met with the editorial board of the local newspaper in Hochelaga. At intervals through the weekend, participants' performances were critiqued by a variety of guest experts, including Geoffrey Stevens, former editor of the *Globe and Mail*, Heather Marshall and Daniel Daigneault, CBC radio broadcasters, as well as CAUT staff,

Ellen Henderson, Director of Information Services at CAUT and Donald Savage, Executive Director of CAUT.

Strategy sessions focused on the simulation exercise were interspersed with presentations from a number of speakers. Neil Navigan, Director of the Federal Contractors Program in Employment and Immigration Canada, presented an overview of the current state of employment equity in Canada and Maureen Kilgour, of the CAUT Collective Bargaining Cooperative, offered her assessment of the strengths and weaknesses of the federal approach to employment equity.

How to lobby provincial governments successfully was the topic of two presentations: Ed Lavalle, President of the College-Institute Educators' Association of British Columbia, described recent success stories in his association's lobbying efforts and Marion Perrin, Executive Director of the Ontario Confederation of University Faculty Associations, described government relations prior to, during and immediately after the recent election in Ontario.

Ruth Baumann, Legislative Observer with the Ontario Teacher's Federation, offered a detailed portrait of the techniques and tactics employed by Ontario's elementary and secondary school teacher's organizations to help bring down the Peterson Liberal government in Ontario last year.

Alliance building among faculty in the California State University system — the hows and whys — was the focus of a presentation by Dr. Virginia Shadwick, President of the National Council for Higher Education,



Dr. Gilles Julien, Executive Vice-President of the Natural Sciences and Engineering Research Council opened CAUT's 1991 Lobbying Conference with an address on Canada's Science Policy for the 1990s: Problems and Prospects.



Geoffrey Stevens, former editor of the *Globe and Mail* and now National Affairs columnist for the *Vancouver Sun*, *Toronto Star* and *Montreal Gazette*, offered participants advice on dealing with journalists.

National Education Association, Washington D.C. A lively discussion ensued, with delegates exchanging views on the similarities and differences of the American and Canadian experience in both politics and labour relations.

A key alliance on the Canadian scene is the National Consortium of Scientific and Educational Societies, which serves as an umbrella group for lobbying in Ottawa. Dr. Caroline Andrew, Chairperson of the

Consortium, outlined the group's membership and mandate and presented delegates with copies of the Consortium's 1991 report entitled "Meeting the Challenges of the 21st Century".

Readers interested in obtaining a copy may contact the Consortium at 308 — 294 Albert St., Ottawa, K1P 6E6 tel 613-237-6885.



Lobbyist's Notebook *continued from page 9*

Finance spokesperson John Manley (MP for Ottawa South).

The CAUT presentation focused on three questions:

- the necessary ingredients for sustained economic growth in Canada
- the priorities that should be reflected in the next federal budget, and
- what the federal government should do to help Canada avoid another recession.

CAUT argued that the current recession demonstrates the need for a stronger and more viable economic infrastructure. Post-secondary education is a vital part of that infrastructure. If the federal government remains obsessed with balancing its budget to the exclusion of strengthening Canada's economic infrastructure, all Canadians will suffer.

Student Summer Jobs

The Chairperson of the Canadian Federation of Students challenged the government's announcement of an extra \$3 million for this program (see "From the Hill" for details). She noted that the funding increase is occurring one year after it was cut by \$5 percent from \$118.8 million. "If this government thinks that a \$3 million increase will do the job it's out of

touch with the economic reality of this country", said Ms. Arnold.

During the same press conference, she also called on government to rescind its policy of closing some campus employment centres across Canada. To date, the centres that are either under review or are scheduled to close are at Memorial, Ryerson, McMaster, Laurentian and Calgary.

Cultural Research Institute

The arts community was distinctly tepid in its response to the announcement by Marcel Masse, the Minister of Communications, of the creations of a new Cultural Research Institute in Montreal (see "On the Hill" for details). Typical of the responses was that of Keith Kelly, President of the Canadian Conference of the Arts: We think the institute is a fine thing in principle...But at a time when the Canada Council is about to lose the \$8 million supplementary grant it has had for the past three years, the CBC is being cut back, and arts groups as a whole are struggling for survival, we wonder if we need to create another institute to document their demise."



Delegates to the Lobbying Conference were treated to a challenging mix of hard work, informative talks and fun.

Les activités de lobbying : le droit d'auteur et les protestations contre l'interdiction de l'achat direct

Le directeur général, Donald Savage, a fait état au Conseil de la comparaison de l'ACPU devant le Comité sénatorial des finances chargé d'examiner le projet de loi C-69. Le Comité de direction a mis sur pied un sous-comité chargé de rédiger des propositions précises et des solutions de rechange aux structures actuelles du financement des universités. Une discussion poussée de toute la question du FPE sera au cœur des délibérations du Conseil à l'assemblée de mai.

La campagne de lobbying lancée vers la fin de l'automne au sujet de la partie II du projet de loi sur le droit d'auteur a remporté un succès retentissant. Des lettres des associations locales et provinciales demandant que les exemptions pour les bibliothèques universitaires, les étudiants et les personnes handicapées soient greffées à

la partie II du projet de loi ont inondé le bureau du ministre des Communications, Marcel Masse, ainsi que celui d'autres députés.

De plus, des rumeurs veulent que M. Masse ait l'intention d'inclure dans la partie II des dispositions empêchant d'acheter directement d'éditeurs étrangers. Cette mesure ne permettra plus aux librairies universitaires et aux professeurs de commander des publications étrangères directement des éditeurs. Le Conseil a approuvé une motion du Comité des bibliothécaires exhortant le ministre de «rejeter ces propositions mal inspirées» parce qu'elles auraient «un effet catastrophique sur la capacité des étudiants, des universitaires et des bibliothèques de recherches de se procurer (...) les livres et les revues savantes dont ils ont besoin pour leurs études et leurs recherches.»

Les priorités de lobbying de l'ACPU pour 1991

- Le financement fédéral et provincial de l'enseignement postsecondaire.
- Le financement de la recherche par l'intermédiaire des conseils subventionnaires fédéraux et de contrats des ministères d'exécution.
- Les mesures imposées par les gouvernements pour réduire l'autonomie des universités ou pour s'immiscer dans la planification et les politiques universitaires.
- Les rapports avec différentes commissions d'enquête sur le fonctionnement des universités menées par d'autres organismes.
- Les affaires relatives aux pensions
- L'aide financière des étudiants
- L'impôt
- La condition des femmes
- Les droits de la personne en vertu de la Charte
- Les services de garde à l'enfance
- L'immigration

Le carnet du lobbyiste *suite de la page 9*

compensaient les compressions budgétaires en réduisant le nombre d'étudiants. L'unique sénateur libéral n'a pas semblé se dissocier beaucoup de cette position. Un sénateur conservateur a suggéré, par surcroît, qu'il fallait transmettre le flambeau au secteur privé. Toutefois, au creux de la récession, il est plutôt difficile de voir comment cela pourrait se réaliser.

Ron Duhamel, député

À l'instar de plusieurs organismes, l'ACPU a assisté à une rencontre organisée par Ron Duhamel, député de St-Boniface, sur la colline parlementaire pour discuter du document de réflexion sur l'enseignement postsecondaire qu'il a récemment rendu public. Voir p. 7 pour d'autres détails.

Le lobby du Consortium: pour la semaine du 17 mars

L'ACPU est l'un des membres fondateurs du Consortium national des sociétés scientifiques et pédagogiques qui existe depuis 1976.

Le Consortium réunit 35 organismes représentant l'enseignement supérieur et la recherche et vise à coordonner leurs activités de lobbying. Tous les ans, le Consortium parait un semaine de lobbying sur la colline parlementaire. Cette année, le lobby débutera le jour de la St-Patrice. La semaine de lobbying est organisée au secrétariat de l'ACPU.

Une taxe imposée aux étudiants étrangers

Le gouvernement fédéral a imposé l'an dernier une taxe de 3 pour 100 sur les prêts des étudiants canadiens. Cette année, il se propose d'imposer une taxe de 75 \$ sur les visas des étudiants étrangers. Voilà un bon exemple de l'entêtement bureaucratique. Le gouvernement s'est essayé en 1984, mais le secrétaire d'État de l'époque, M. Walter McLean, a opposé son veto. Cette fois-ci, l'ACPU a protesté. Il est à espérer que le secrétaire d'État actuel se préoccupera autant des étudiants étrangers que son prédécesseur. Les deux taxes sont évidemment régressives car elles s'appliquent tant aux étudiants les plus pauvres qu'à ceux les plus riches.

Le statut d'organisme de charité des universités en péril

Otto Jelinek propose de nouvelles directives en ce qui concerne le statut d'organisme de charité. Par ses intentions, il semble avoir décidé d'importer une bataille qui fait rage aux États-Unis depuis quelque temps. Il propose, de fait, que les organismes de charité ne puissent plus entreprendre d'activités commerciales qui sont en concurrence directe avec l'entreprise privée. La plupart des universités canadiennes se trouveraient ainsi privées de leur statut d'organisme de charité. On

pense, entre autres, aux résidences d'étudiants qui concurrenceraient les propriétaires particuliers, les librairies, les imprimeries, les salles de courrier, etc. Les sociétés savantes qui publient des bulletins ou des revues spécialisées pour leurs membres seraient également touchées. Il y a en outre une partie sur les activités politiques ou de lobbying où l'art de l'imprécision est à son comble. Pour l'instant, il ne s'agit que d'un document de discussion. Pour obtenir un exemplaire des règlements proposés, prière d'écrire à Otto Jelinek, ministre du Revenu national, Édifice Connaught, av. MacKenzie, Ottawa (Ontario) K1A 0L5.

Le Conseil consultatif national des sciences et de la technologie

Des rumeurs circulent à Ottawa depuis quelques mois selon lesquelles le gouvernement a l'intention de réformer le CCNST et de relever les présidents des conseils subventionnaires de leurs fonctions au sein de l'organisme, soi-disant en vue d'accroître le nombre de représentants du milieu des affaires. L'ACPU a écrit au ministre des Sciences, M. Bill Winegard, pour protester contre cette initiative. Nous avons reçu une réponse obscure laissant entendre que c'était bien là l'intention du gouvernement.

Le Groupe libéral de travail sur la récession

Le 7 février, l'ACPU a comparu à l'audience publique tenue à Ottawa

du Groupe de travail libéral sur la récession et l'économie. Divers députés fédéraux ainsi que des sénateurs, tous du Parti libéral, ont assisté à l'audience organisée par le porte-parole des finances du Parti libéral, John Manley, député d'Ottawa-Sud.

L'intervention de l'ACPU portait sur trois questions:

- les ingrédients nécessaires en vue d'une croissance économique durable au Canada;
- les priorités qui devraient se refléter dans le prochain budget du fédéral; et
- les mesures à prendre par le gouvernement fédéral pour aider le Canada à éviter une autre récession.

Selon l'ACPU, la récession actuelle prouve le besoin d'une infrastructure économique plus forte et plus viable. L'enseignement postsecondaire fait partie intégrante de cette infrastructure. Si l'équilibre du budget au détriment d'une infrastructure économique renforcée continue d'obséder le gouvernement fédéral, tous les Canadiens en subiront les conséquences.

L'ACPU a écrit au ministre pour lui suggérer des modifications à ces directives.



JANUARY COUNCIL COVERAGE

Lobbying Activities: Copyright and "Buying Around" Protests

Executive Director, Donald Savage reported in Council on CAUT's presentation to the Senate Finance Committee reviewing Bill C-69 (the Government Expenditures Restraint Bill). The CAUT Executive has established a subcommittee to prepare specific proposals and alternatives to current university funding structures, and an in-depth discussion of the entire issue of EPF will be the centrepiece of May Council proceedings.

The lobbying campaign mounted late in the fall on Phase Two of the copyright legislation has been a resounding success. Locals and provincials responded with a flurry of letters to the Minister of Communications, Marcel Masse, as well as other MP's, demanding that exemptions for academic libraries, students and the disabled be included in Phase Two legislation.

It has also been rumoured that in Phase Two legislation Mr. Masse intends to include provisions to prevent "buying around" directly from foreign publishers. This would, in effect, prevent campus bookstores and individual faculty from ordering foreign publications directly from publishers. Council approved a motion from the Librarians Committee urging the Minister to reject "this ill-conceived plan" because it "would interfere disastrously with the ability of students, individual scholars and research libraries to acquire ... the books and journals they need for study and research".



More Council coverage on page 23.

CAUT Lobbying Priorities for 1991

- Federal-Provincial financing of post-secondary education
- Research Funding through the federal granting councils and through contracts from line departments
- Government actions lessening university autonomy nr intruding into academic planning and policy
- Liaison with various inquiries by other bodies into the functioning of universities
- Pension Matters
- Funding of Students
- Taxation
- Status of Women
- Individual Rights under the Charter
- Child Care
- Immigration

Laurie Taylor



This is the time of year when the THES traditionally likes to cover up for the absence of four of its senior reporters on extended Christmas breaks by inviting a small group of selected academics, administrators and politicians to choose their favourite reading from 1990.

Professor Gordon Lapping

What particularly caught my attention early in the year was some very fine work by the UFC. I know that several of my colleagues were entranced by the whole of the Council's *Funding and Planning: 1991/92 - 1994/95* document, but as a miniaturist I found that I was especially captivated by the eroticism of detail which characterised *Annexe B to the 10th Supplement to Circular Letter 39/89. Format of responses: Nos. of copies required: packing and delivery.* Not only did this contain some fine discussion on how to post multiple copies of the University's Institutional Plan, but also managed to tuck in 14 exhilarating paragraphs on stapling techniques. Hats off to the unknown author(s) of such rare delights!

John MacGregor

Hello. Remember me. I was particularly enjoying *Absolutely Critical Issues Which Must Immediately Be Addressed In Higher Education* by J.T.W. Niblock, but I was only half way through the first chapter when a podgy chap came in and snatched it from my hands. Perhaps some day I'll get back to it — but I doubt it.

Doctor Graham Poke

I've always maintained that reading is enlivened not so much by consistent excellence as by sudden unexpected pleasures. So this year I think I have to go for "Discuss the relationship between the Protestant Ethic and the Spirit of Capitalism" by Lynn Tomkins. Although this was up against

134 other first year essays on exactly the same topic, it stood out

for two very distinctive reasons: not only was Ms. Tomkins completely successful in distinguishing "its" and "it's", but she also realised from the very beginning of her essay that Weber was spelt with a "W" and not a "V". Compulsive reading.

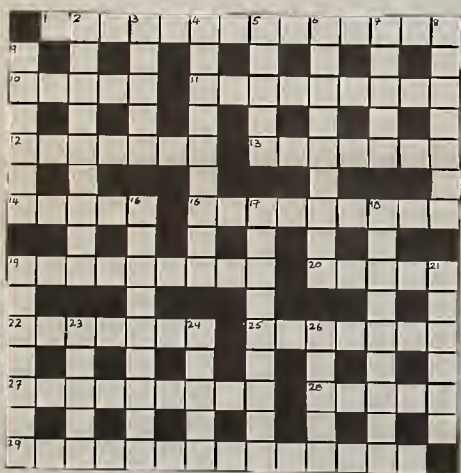
Douglas Stackmater (Senior Librarian)

Oddly enough you don't catch many of today's new information specialists (formerly librarians) sitting around reading good old-fashioned books. Oh no, most of us these days are into "accessing data-bases" (excuse the jargon). My own favourite database this year was a new one called *InterLibrary*. Instead of all those hours mooching along the shelves, you now simply key in the topic which interests you and this database immediately tells you the number of inter-library loan forms you will need to complete in order to obtain the necessary information. Fascinating stuff.

Sir Peter Swinnerton-Dyer

At this time of the year there's always a place for humour: Stephen Leacock or Toveit Benchley or my real favourite, James Thurber. But this year I must admit that I had my longest and best laugh when I sat down and read (at a sitting!) the responses of the universities to Lord Chilver's (sorry, the UFC's) request for competitive bids. Ha. Ha. Ha.

Reprinted from the *Times Higher Education Supplement* 28.12.90



ACROSS

1. In a mad house mother with boss witch feeding on blood. (14)
10. See 19 down. (5)
11. Full of pride for no reason. (3,2,4)
12. At this time swimmer would need a long walk! (3,1)
13. Egyptian love with no spasm. (7)
14. Winning and spinning. (2,3)
16. Relieves from sunburned condition. (9)
19. Seat, not just on board ship. (4,5)
20. Black Sea place of division. (5)
22. Register time for cultivation. (7)
25. Whence glove may be removed casually. (3,4)
27. Tokenism, or the art of representation. (9)
28. Ruhl's way of obtaining information? (5)
29. Get remains from metallic attraction. (14)

DOWN

2. A pointless word puzzle needs a degree of agility. (9)

3. Sulky sounding leader. (5)
4. Confused but a clear membrane. (9)
5. Tower sounds like a srmimage. (5)
6. Every year with left and left for right in a ring. (9)
7. First love hit for brief visual painting, maybe. (2,3)
8. Stoic tribe? (7)
9. Can make love under broken table. (4,2)
15. Gradually two river companies surround article. (4,1,4)
17. Wheeler dealer from the North of England. (6-3)
18. Trudeau and Turner feature in old editorials. (9)
- 19, 10, "two more _____ life and _____" (Robert Graves). (5,2,5)
21. Bard's forest has model of fervour. (6)
23. Nocturnal mammal on the wall in France. (5)
24. Musical lady who eschewed national mourning. (5)
26. Scare with no right to struggle. (5)

Librarians' Committee

Comité des bibliothécaires



by Nora Robins, Person Chairing

On behalf of the Librarians' Committee, I attended the 26th CAUT Council meeting on January 26-27, 1991. The agenda was extensive with a number of items of particular interest to academic librarians.

Following consultation with the three Standing Committees, the Elections and Resolutions (E & R) Committee proposed changes to those Committees' Terms of Reference. The changes represent an attempt to achieve consistency and uniformity in the election procedures. The proposed changes were approved by Council. Henceforth, the Librarians' Committee (and the other two Standing Committees) will provide Council with advice on the suitability of any or all of the candidates who have expressed an interest in serving on the Committee; council will then elect the requisite number. The E & R Committee also addressed the question of persons chairing committees. As a result, the Librarians' Committee (and the other two committees) will draw up a list of candidates acceptable to the committee and Council will elect from that list.

CAUT's numerous lobbying activities have included letters to the Minister of Finance, the Minister of Science and Technology and the Secretary of State protesting the implementation of the Goods and Services Tax to books and periodicals. The Librarians' Committee took part in this campaign as well as in the lobby against Phase II of the Copyright legislation. Incidentally, CAUT provided Council with very helpful "Briefing notes on copyright legislation, Phase II".

The Librarians' Committee proposed a friendly amendment to the Policy Statement on Privacy and Information to ensure that it include references to the confidentiality of library circulation records. The Policy Statement on Professional Rights, Responsibilities, and Relationships (formerly The Ethics Guidelines) now refers to "academic librarians" thus responding to concerns regarding nomenclature expressed at the last Council meeting.

I noted in my last column that the Librarians Committee had asked CAUT to approach Statistics Canada with a request to see if they would include librarians in university academic staff statistical data. This request stems from serious concerns

over the lack of reliable data from across the country about academic librarians, salaries, years of experience, etc. which are reported for full-time faculty by their respective academic institutions to Statistics Canada. I have been informed by the President that CAUT has consulted with Statistics Canada on this matter. We must now await the outcome.

Librarian's Caucus

Sunday morning, bright and early, a small but committed group of delegates gathered for the Librarians' Caucus. I reported on the activities of the Committee, sought topics and speakers for the next librarians' conference and then opened the floor to discussion. The most frequently mentioned item was that of academic freedom for librarians. It would appear that one or two universities

may attempt to curtail the academic freedom of librarians. If anyone has information regarding this, please let us know. Another "hot" topic was release time clauses as they relate to academic librarians. Again, if any of you have data on this, please send it to Robert Moore at CAUT.

Calgary's Loss ... Toronto's Gain

Many of you know and have worked with Rita Vine (Calgary). She served as Chair of the Librarians' Committee and as Councillor-at-Large. She was the dynamic keynote speaker at the CAUT Librarians' Conference in November. It had been my privilege to work with Rita for more than eight years in Calgary where she was an effective force for librarians on the Executive of the Faculty Association. On March 1, Rita assumes the position of Head of Reference, Roberts

Library, University of Toronto. I know you will all join me in wishing Rita well in her new position. Calgary's loss is Toronto's gain.

Next Meeting

The Committee next meets on March 15-16. Items to be discussed include: SSHRC-CRT Grants Programme, Mergers of Librarians and Faculty Bargaining Units, Senior Administrative Stipends and, of course, recommendations regarding new committee members and chair. If readers have any items they wish to bring to the attention of the Committee, please do so immediately.



par Nora D.S. Robins, présidente

J'ai assisté, au nom du Comité des bibliothécaires, à la 26^e assemblée du Conseil de l'ACPU tenue les 26 et 27 janvier 1991. L'ordre du jour était chargé et de nombreux points intéressaient particulièrement les bibliothécaires d'université.

Après avoir consulté les trois comités permanents, le Comité des élections et résolutions a proposé des modifications à leur mandat. Ces modifications se veulent une tentative d'uniformiser les procédures d'élection et de leur assurer une cohérence. Le Conseil a approuvé les modifications proposées. Désormais, le Comité des bibliothécaires, ainsi que les deux autres comités permanents, conseilleront le Conseil sur la pertinence d'une ou de toutes les candidatures à un poste au comité. Le Conseil élira ensuite le nombre de personnes requises. Le Comité des élections et résolutions a également abordé la question de la présidence des comités. Il a été décidé que le Comité des bibliothécaires, de même que les deux autres comités permanents, dressent une liste de candidats qui leur sont acceptables. Le Conseil élira ensuite une personne à partir de cette liste.

Au nombre des nombreuses activités de lobbying de l'ACPU figurait l'envoi de lettre au ministre des Finances, au ministre des Sciences et de la Technologie et au secrétaire d'État pour protester contre l'applica-

tion de la Taxe sur les produits et services aux livres et aux périodiques. Le Comité des bibliothécaires a participé à la campagne postale et au lobby contre la partie II du projet de loi sur le droit d'auteur. À ce propos, l'ACPU a remis aux membres du Conseil des notes d'information très utiles sur la partie II du projet de loi.

Le Comité des bibliothécaires a proposé un amendement à l'amiable à l'Énoncé de principes sur la protection des renseignements personnels y garantissant les mentions à la confidentialité des dossiers de prêts. L'Énoncé de principes sur les droits, les responsabilités et les relations professionnelles, anciennement l'énoncé de principes sur l'éthique professionnelle, fera désormais référence aux «bibliothécaires universitaires». Il répond ainsi aux préoccupations soulevées lors de la dernière assemblée du Conseil au sujet de la terminologie utilisée.

Dans ma dernière chronique, j'ai fait remarquer que le Comité des bibliothécaires avait demandé à l'ACPU de saisir Statistique Canada d'une requête voulant que les bibliothécaires d'universités soient inclus dans les statistiques sur le personnel universitaire. Cette requête découle de la constatation qu'il manque de données fiables, au Canada, sur les bibliothécaires d'université, leurs salaires, le nombre d'années d'expérience, etc. Par contre, dans le cas des professeurs à temps plein, les établissements d'enseignement postsecondaire remettent à Statistique Canada ce genre de renseignements. Le président de l'ACPU avait consulté Statistique

Canada à ce sujet. Il ne reste plus qu'à en attendre les résultats.

Le caucus des bibliothécaires

Le dimanche matin, un petit groupe de délégués frais et dispos se sont réunis à l'occasion du caucus des bibliothécaires. J'ai fait état des activités du comité, j'ai sollicité des thèmes et des noms de conférenciers et de conférencières pour le prochain colloque des bibliothécaires et j'ai ensuite cédé la parole aux délégués pour les discussions. On a mentionné le plus souvent la question de la liberté universitaire des bibliothécaires. Il semble qu'une ou deux universités tenteraient peut-être de restreindre la liberté universitaire des bibliothécaires. Si quiconque a des renseignements à ce sujet, prière de nous le faire savoir. Les clauses de dégage-ment pour les bibliothécaires ont également alimenté les discussions. Si vous avez des données à cet effet, veuillez les communiquer à Robert Moore, au secrétaire de l'ACPU.

Une perte pour l'Université de Calgary, un gain pour l'Université de Toronto

Nombre d'entre vous connaissez Rita Vine, de l'Université Calgary, et avez travaillé avec elle. Elle a présidé le Comité des bibliothécaires et a siégé comme conseillère ordinaire. En novembre, elle était la conférencière dynamique du colloque des bibliothécaires de l'ACPU. J'ai eu le privilège de travailler avec Rita pendant plus de huit ans à l'Université de Calgary. Elle a été le porte-parole efficace des bibliothécaires au comité de direction

suite à la page 26

From The Hill De la Colline parlementaire



by Tim Stutt, CAUT Government Relations Officer

A government's political agenda is often driven by a few select issues.

Sometimes these issues have been chosen by the government to enhance its electoral fortunes. Other times these matters are as much a question of fate as planning. Yet rare are those times when Ottawa has been as preoccupied with a matter as it is now with the Persian Gulf War.

MPs returned to Parliament Hill on January 15th to debate a government motion on the war, and this subject dominated all proceedings in the House of Commons until it adjourned again on February 1st. No other matter — be it the Senate debate on abortion or Soviet activity in the Baltic states or even the return of Jean Chrétien to the House — could divert our legislators' attention for long from the issue of Canada at war.

Regardless of the headlines, other matters do arise that demand the attention of the Senators, MPs and civil servants.

Bill C-69

Bill C-69 (the Government Expenditures Restraint Bill) received Royal Assent on February 1st, after completing of Third Reading in the Senate three days earlier. The bill will freeze transfer payments to the provinces for post-secondary education and health care during fiscal years 1990-91 and 1991-92. It was passed during the Third Reading vote by a margin of 44 to 31, with no abstentions. The legislation also caps the funds to Ontario, British Columbia and Alberta under the Canada Assistance Plan. The government of British Columbia challenged this latter provision in the courts. The challenge was upheld in the British Columbia courts, and was heard by the Supreme Court of Canada in December. Senator Roblin, speaking for the government, justified the bill as part of the government's restraint program. He indicated that transfer payments would be reviewed in the near future and that he had some sympathy with those who criticized EPF because there was no legal obligation to spend the funds in the designated areas.

With the exception of Finance Minister Michael Wilson and the other government officials who appeared before the Senate Committee during its Bill C-69 hearings, all witnesses disapproved of one

or more aspects of the Bill. Nevertheless, the Committee decided to report the Bill without amendment. CAUT estimates that when combined with a previous freeze adopted in 1986, Bill C-69 will reduce postsecondary education funding by almost \$9.1 billion for the period from 1986-87 to 1994-95.

■ ■ ■

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■ ■ ■

Copyright Legislation

There has been no official indication of the government's timetable for phase II of the legislation. However, Senator Marsden has a private member's bill before the Senate. The bill was debated at the end of November and again in January. It has featured a long-running war between two Liberal senators, Royce Frith, Deputy Leader of the Opposition, who is the spokesperson for the creators in this debate, and Lorna Marsden, formerly a faculty member at the University of Toronto, who introduced Bill S-8 to provide for educational exemptions. The debate was adjourned.

Challenge 91

On February 4th, Youth Minister Marcel Danis announced that the federal government will spend \$143 million for the Challenge 91 summer student employment program. From this budget, the lion's share is devoted to SEED (Summer Employment/Experience Development). This year SEED will pay \$80 million in wage subsidies to employers for hiring students. This represents an increase of \$3 million over the 1990 allocation.

In stating that the move responds to changes in labour market conditions for students within the current economic climate, Mr. Danis stressed the increased funding reflects the "federal government's concern for ensuring that the employment needs of students are met and demonstrates

the capacity of Challenge to respond fairly and fully to economic disparity within and across regions". For the reaction of students, see the *Lobbyist Notebook* on page 9.

SSHRC Five Year Plan

The Social Sciences and Humanities Research Council of Canada has circulated its proposed five-year plan, entitled "A Vision for the Future".

The Council's three priorities for the next five years are:

- to increase investment in the training of the next generation of researchers;
- to develop and promote research structures to enhance research quality, productivity and relevance; and
- ensure that research results are more widely disseminated so that they may be used to maximum benefit within all sectors of the Canadian economy.

The Chair of the Council, Dr. Paule Leduc, noted that in real terms the budget of the Council barely exceeds the level of 1979. There will be analysis and reaction to this document in a future issue of the CAUT Bulletin.

The Arts

In February the Minister of Communications announced the creation of the Canadian Institute of Research on Cultural Enterprises, to be located in Montreal, and to be entirely funded by the federal government. The chair of the board will be Dave Godfrey, a writer, publisher and professor at the University of Victoria and the chief executive officer will be Michel Umbriaco, currently Director-General of the Canadian Workplace

Automation Research Centre and formerly with the Department of Communications.

The institute will encourage, fund and carry out statistical and other studies regarding Canadian culture industries and policies. It will examine applications of new technologies such as computer graphics, computer-generated animation, videotex and desktop publishing.

Dr. Paule Leduc, President of SSHRC and Joyce Zemans, Director of the Canada Council announced a new joint initiative for research on arts literacy in Canada. They are jointly funding a state-of-the-art review of research on arts literacy and arts education in Canada.

Upcoming Business

On February 1st the House of Commons adjourned "to the call of the Chair" — meaning that no specific date for its reconvening was set. When it does sit again, watch for the following:

- Finance Minister Michael Wilson's 1991-92 budget, which may contain further reductions in federal transfer payments to the provinces for post-secondary education; and
- the 1991 annual lobby session on Parliament Hill by the National Consortium of Scientific and Educational Societies (March 18th to March 21st).

For more information on these or other legislative topics, contact Robert Léger or Tim Stutt, CAUT Government Relations Officers (613) 237-6885.



par Tim Stutt, agent des relations
gouvernementales de l'ACPU

Le programme politique d'un gouvernement est souvent dominé par quelques éléments choisis. Il arrive parfois que ces questions soient choisies par le gouvernement pour mousser ses chances électorales. Par contre, à d'autres moments, il s'agit autant du destin que d'une planification. Pourtant, il arrive rarement que le gouvernement fédéral soit autant préoccupé par une affaire qu'il ne l'est présentement en raison de la guerre du golfe Persique.

Les députés sont retournés en chambre le 15 janvier pour débattre une motion du gouvernement sur la guerre. La question a dominé tous les

débats de la Chambre des communes jusqu'à son ajournement le 1^{er} février. Que ce soit les débats du Sénat sur l'avortement ou les activités des Soviétiques dans les états baltes, voire le retour de Jean Chrétien à la Chambre des communes, rien de tout cela n'a détourné bien longtemps l'attention de nos législateurs de la participation du Canada à la guerre.

Toutefois, peu importe les manchettes, d'autres questions se présentent qui exigent l'attention des sénateurs, des députés et des fonctionnaires.

Le projet de loi C-69

Le projet de loi C-69, appelé la Loi modificative portant compression des dépenses publiques, a reçu la sanction royale le 1^{er} février, après avoir passé l'étape de la troisième lecture au Sénat trois jours plus tôt. La loi gèlera les paiements de transfert aux ►

provinciales au titre de la santé et de l'enseignement postsecondaire pendant les exercices financiers 1990-1991 et 1991-1992. Elle a été adoptée en troisième lecture par un vote de 44 contre 31, sans abstention. La loi gèle également les crédits versés à l'Ontario, la Colombie-Britannique et l'Alberta en vertu du Régime d'assistance publique du Canada. Le gouvernement de la Colombie-Britannique a contesté la dernière mesure devant les tribunaux qui ont confirmé la contestation. La Cour suprême du Canada a entendu la cause en décembre dernier. Le sénateur Roblin, porte-parole du gouvernement, a justifié la loi en déclarant qu'elle s'inscrivait dans le programme d'austérité du fédéral. Il a fait remarquer que les paiements de transfert seraient examinés bientôt. Il a ajouté qu'il ressentait de la sympathie à l'endroit des personnes ayant critiqué le fait que rien n'obligeait légalement les provinces à dépenser les fonds du FPE dans les secteurs désignés.

Pendant les audiences publiques, tous les témoins ont désapprouvé un ou plusieurs aspects du projet de loi à l'exception du ministre des Finances Michael Wilson et des représentants du gouvernement qui ont comparu devant le comité. Ce dernier a néanmoins décidé de présenter le projet de loi sans modification. L'ACPU estime que la loi C-69, ajoutée au gel adopté en 1986, réduira le financement de l'enseignement postsecondaire de près de 9,1 milliards de dollars pour la période allant de 1986-1987 à 1994-1995.

La loi sur le droit d'auteur

Le gouvernement n'a pas fait connaître officiellement l'échéancier de la partie II du projet de loi. Cependant, la sénatrice Marsden a déposé au Sénat un projet de loi d'initiative parlementaire. Le projet de loi a été débattu vers la fin de novembre et en janvier. Il a opposé dans un long affrontement deux sénateurs libéraux, soit Royce Frith, chef adjoint de l'opposition et porte-parole des créateurs dans le débat, et Lorna Marsden, une ancienne professeure de l'Université de Toronto, qui a présenté le projet de loi S-8 prévoyant des

exemptions pour l'éducation. Les délibérations ont été ajournées.

Défi 91

Le 4 février, le ministre d'État à la Jeunesse, M. Marcel Danis, a annoncé que le gouvernement fédéral injecterait 143 millions de dollars dans le programme d'emploi d'été pour les étudiants, Défi 91. La plus grande portion du budget est réservée au ÉEET (Emploi d'été/Expérience de travail). Cette année, en vertu du ÉEET, 80 millions de dollars en subventions salariales serviront à l'embauche d'étudiants, une augmentation de 3 millions de dollars par rapport à 1990.

M. Danis, en expliquant que ce geste répondait aux modifications qu'entraîne la situation économique actuelle sur le marché du travail pour les étudiants, a insisté sur le fait que l'augmentation des subventions reflétait «l'intérêt que porte le gouvernement fédéral aux besoins des étudiants en matière d'emploi. Elle montre également la capacité du programme Défi de répondre entièrement et équitablement aux disparités économiques tant au sein d'une région qu'entre les différentes régions».

Pour connaître la réaction des étudiants, voir le Carnet du lobbyiste, p. 9.

Le plan quinquennal du CRSH

Le Conseil de recherches en sciences humaines a distribué son projet de plan quinquennal intitulé «Regard sur l'avenir». Le Conseil présente trois priorités pour les cinq prochaines années: appuyer davantage la formation de la prochaine génération de chercheurs, élaborer et mettre en oeuvre des structures de recherche qui assureront la qualité, la productivité et l'à-propos de la recherche et mieux diffuser les résultats de la recherche afin que tous les secteurs de la société canadienne puissent en tirer le meilleur parti possible. La présidente du Conseil, Mme Paule Leduc, a fait remarquer que le budget du Conseil, en termes réels, dépasse à peine celui de 1979. Le Bulletin de l'ACPU proposera une analyse et des réactions au document dans un numéro futur.

Les arts

Le ministre des Communications a annoncé en février la création de l'Institut canadien de recherche sur les entreprises culturelles qui sera situé à Montréal et qui sera entièrement financé par le gouvernement fédéral. Le conseil d'administration sera présidé par Dave Codfrey, écrivain, éditeur et professeur à l'Université de Victoria. Le président directeur général sera Michel Umbriaco, actuellement directeur général du Centre canadien de recherche sur l'informatisation du travail.

L'Institut aura pour but de stimuler, de financer et d'effectuer des études statistiques et autres sur l'industrie et les politiques culturelles canadiennes. Il lui reviendra en outre d'examiner les applications des nouvelles technologies, notamment l'infographie, l'animation produite par ordinateur, le vidéotexte et l'édition.

Mmes Paule Leduc, présidente du CRSH, et Joyce Zemans, directrice du Conseil des arts du Canada, ont annoncé une initiative conjointe de recherche sur l'initiation aux arts au Canada. Les deux organismes financent conjointement un examen perfectionné de la recherche sur l'initia-

tion aux arts et l'éducation artistique au Canada.

Affaires à venir

Le 1^{er} février, la Chambre des communes a ajourné ses travaux jusqu'à sa convocation. En d'autres termes, aucune date précise pour la reprise des travaux n'a été décidée. Lorsque les séances reprendront, surveillez les faits saillants suivants:

- Le budget de 1991-1992 du ministre des Finances, Michael Wilson, qui contiendra peut-être d'autres réductions des paiements de transfert aux provinces au titre de l'enseignement postsecondaire; et
- le lobby parlementaire annuel de 1991 du Consortium national des sociétés scientifiques et pédagogiques, du 18 au 21 mars.

Pour obtenir des renseignements supplémentaires sur ces questions ou sur d'autres dossiers législatifs, veuillez communiquer avec Robert Léger ou Tim Stutt, agents des relations gouvernementales de l'ACPU, au (613) 237-6885.



Senate Debates

Thursday January 24, 1991
The Late Northrop Frye
Tributes

Hon. Richard J. Doyle: Honourable senators, this morning the CBC devoted a few moments to tributes honouring the memory of Northrop Frye, the distinguished Canadian literary critic who died yesterday in his 79th year. A short time after its praise of this most noted of the Companions of the Order of Canada, the CBC switched to a somewhat longer program devoted to an assessment of the cultural impact of rap music on society today. Northrop Frye would have rejoiced in the juxtaposition, if not the imbalance of attention.

Here — at the University of Toronto — was a scholar who enjoyed tremendous stature wherever the written word was valued. When a list of 250 authors was compiled to find those most often quoted by scholars, Marx, Aristotle and Shakespeare were in first, second and third places. Northrop Frye was 12th.

Small wonder that the University of Toronto, where he continued to work, appointed him to the special post of Professor of the University, which allowed him to teach wherever he wished in the university.

Honourable senators, we are all richer for having lived in the time of Northrop Frye.

Some Hon. Senators: Hear, hear!

Hon. Royce Frith (Deputy Leader of the Opposition): Honourable senators, not much can be added to what Senator Doyle has said, but I can say that I am a graduate of Victoria

College which has been graced for many years by the presence of Northrop Frye. Very recently the CBC program *Ideas* did a series on Northrop Frye. It was a very stimulating series and contained quite a number of passages or parts in which Professor Frye gave his views. He really was one of the world's most scholarly and exciting minds.

Recently, when I had reason to look him up in the current edition of the Oxford Companion to Literature, the most recent one edited by Margaret Drabble, I was surprised and disappointed by Oxford, because there is no question about the universal fame that he enjoyed and that he so richly merited.

Hon. Lorna Marsden: Honourable senators, I should like to support and add my voice to everything that has been said about Professor Frye. He was not only a great scholar, and one of the most distinguished minds of this century, but he was also a splendid colleague, a witty, probing and gentle companion for students and his colleagues at Massey College and everywhere else where he joined in the fellowship. His passing is a great loss for thinking people all over the world and a great loss for scholarship in this country. No doubt senators will want to extend their sympathy to his widow, Elizabeth Brown.



Solution to February Crossword Puzzle

O	N	T	A	R	O	P	O	F	T	H	E	W	O	R	L	D
X	I	R	E	E	O	I	A									
I	N	T	R	O	D	E	A	D	R	I	G	H	T			
D	A	S	E	R	K	H	E									
A	N	N	I	E	R	E	T	R	E	A	T	E	D			
N	I		A								T	H	K	L		
T	R	U	M	P	E	T	E	R		H	O	O	K	Y		
M	R	E	O	I	N											
A	O	D	A	I		D	I	S	A	C	C	O	R	D		
U	I	E				A						U	R			
G	L	O	S	S	O	V	E	R		A	T	K	I	A		
H	X	T	I	Y		U	A									
T	H	I	S	E	N	D	U	P		D	E	B	U	G		
O	D	S	E	E	I	L	H									
F	E	E	L	S	G	O	D	A	M	O	M	E	N	T		

Débats du Sénat

Le jeudi 24 janvier 1991

Le décès de Northrop Frye

Hommages

L'honorable Richard J. Doyle: Honorables sénateurs, ce matin, la Société Radio-Canada a consacré quelques instants à des hommages à la mémoire de Northrop Frye, l'éminent critique littéraire canadien qui est mort hier, à l'âge de 78 ans. Peu après avoir loué ce remarquable Compagnon de l'Ordre du Canada, la Société Radio-Canada est passée à une émission quelque peu plus longue qui évaluait les répercussions culturelles de la musique rap sur la société d'aujourd'hui. Northrop Frye aurait fort apprécié la juxtaposition en question, sinon le fait qu'on accorde plus d'importance à la musique rap qu'à son oeuvre.

Nous pouvions compter, à l'Université de Toronto, sur un homme fort érudit dont la réputation était extraordinaire dans les cercles littéraires. Lorsqu'on a établi une liste de 250 auteurs, afin de trouver ceux

qui étaient le plus souvent cités par les universitaires, Marx, Aristote et Shakespeare sont arrivés respectivement premier, deuxième et troisième et Northrop Frye venait au douzième rang.

Pas surprenant alors que l'Université de Toronto, où il a continué de travailler, lui ait confié une chaire spéciale pour lui offrir la possibilité d'enseigner où il le souhaitait à l'université.

Honorables sénateurs, il a été extrêmement enrichissant pour nous tous de vivre à la même époque que Northrop Frye.

Des voix: Bravo!

L'honorable Royce Frith (chef adjoint de l'opposition): Honorables sénateurs, il n'y a pas grand-chose à ajouter à ce que le sénateur Doyle a déclaré, mais je pourrais préciser que je suis un diplômé du collège Victoria qui a eu la chance, pendant de nombreuses années, de pouvoir compter sur la présence de Northrop Frye. Tout récemment, dans le cadre de

l'émission *Ideas* du réseau anglais de Radio-Canada, on a consacré une série d'émissions à Northrop Frye. Il s'agissait d'une série fort stimulante qui renfermait un grand nombre d'interventions du professeur Frye, lequel donnait alors son point de vue sur diverses questions. C'était un esprit vraiment remarquable.

Lorsque j'ai dû consulter récemment à son sujet l'édition actuelle du *Oxford Companion to Literature*, soit l'édition la plus récente, dont Margaret Drabble a assuré la rédaction, j'ai considéré de constater que son nom n'y figurait pas. J'ai été fort surpris, car il n'y a aucun doute qu'il était, à juste titre, connu dans le monde entier.

L'honorable Lorna Marsden: Honorables sénateurs, je voudrais appuyer tout ce qui a été dit au sujet du professeur Frye. Il était non seulement un grand érudit et l'un des plus éminents esprits de notre siècle, mais également, pour ses étudiants et ses collègues au collège Massey et partout

ailleurs, un collègue remarquable, un homme d'esprit et raffiné, curieux d'en apprendre toujours davantage. C'est, selon moi, une grande perte pour les penseurs du monde entier et pour tous les érudits du Canada. Les sénateurs veulent sûrement transmettre leurs condoléances à son épouse, Elizabeth Brown.



Votre

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Sarah Shorten 1944-1991

by Donald C. Savage

Sarah Shorten was a marvellous president of CAUT. She was the first president since the 1950s to be re-elected for a second term, attesting to her support across the country. She brought both intelligence and energy to her presidency. She was totally dedicated to the work of CAUT. She believed in academic freedom, constitutional democracy, and equal rights for women and men, and she articulated these concerns both in speech and in writing. She thought the university, of all institutions, should be free of prejudice and should genuinely be a place of liberty without distinction of race or sex. One of the moments in her presidency of which she was most proud was the creation and passage of the CAUT's policy on positive or affirmative action. She once said that CAUT was one of the few places she had worked where she never felt any prejudice against women.

Because she was both effective and bilingual, she served CAUT for a number of years as our liaison with our sister organization in Quebec — FAPUQ. She loved Montreal and was immensely supportive of Quebec's culture. She was not, however, a sentimentalist and was a tough but fair negotiator in the many discussions leading to the articulation of the relationship between FAPUQ and CAUT.

She was president during the crisis between the university community and the government of Bill Bennett in British Columbia. She gave every support she could to the local and national efforts to resist the attack by the provincial government. She would do what it would take to defend the interests of the faculty in universities of British Columbia. She was not one to mute her principles for political or administrative peace. She was pleased that the government failed in its attempt to abolish tenure but deeply regretted the vicious financial cuts in the universities' budgets.

She wanted CAUT to play a more active role in lobbying. As President, she made submissions to the Macdonald Royal Commission and to the Nova Scotia Royal Commission on Post-Secondary Education. The CAUT campaign against mandatory retirement was revived, and the issue of federal transfers was very much to the fore. She was responsible for ensuring the passage, by the CAUT Council, of the current position of the organization on the federal role in post-secondary education. She thought political action by the university community was vitally important. She believed that the faculty associations did not take this role seriously

enough, and she said this to them at Council meetings. As she said in her presidential report in 1984: "The role of the President of this association is one...which I believe requires offering to the Council an honest appraisal of the state of the association".

■ ■ ■
She believed in academic freedom, constitutional democracy, and equal rights for women and men, and she articulated these concerns both in speech and in writing.
■ ■ ■

She was an inspiring person with whom to work. She was very demanding, but everyone knew that she was more demanding of herself than of anyone else. At the same time she really cared about the people who worked in the national office. She took the time to talk with them, praised them when it was warranted, and remembered important moments with cards and small gifts. She conveyed to everyone that the work was indeed important but could also be fun. If everyone remembered her lists, they also remembered her laugh. She was also the least hierarchical of persons. If something had to be done and there was no one available to do it, she would pitch in whether this meant typing, xeroxing or drafting yet another version of a Council resolution.

She nevertheless also understood administrative realities and could activate the office to do the work that needed to be done. In Ottawa parlance she knew that a minister was a minister and not, at the same time, a deputy minister and a comptroller. It was her job to produce the goods for

the governing Council of CAUT, not to do all the work herself. She was, of course, not perfect. In fact she was the first to say so. She could drive the office into fits over the number and extent of the redrafts of every position paper. Even here the staff knew that this was part of her search for perfection, not a matter of administrative or political games. She could, however, laugh both at her own foibles and those of the organization.

She also recognized that CAUT was a complex web in which many volunteers played essential roles that were not always well recognized by the membership, acknowledging that the organization depended on a dedicated group of volunteers both past and present. She paid them tribute in her 1985 report: "Their contribution makes an inestimable difference to the strength of the Association: it provides solidarity through participation, it informs decisions, and, not least, it enables a host of things to be done which could not otherwise be done. These people give of their time and their energy — many of them year after year...There are those who have chaired our committees, without whose industry, diplomacy and efficiency we would indeed be in trouble. There are those past officers of the Association who remain constantly willing to provide advice, to write letters, to lobby and to advise...There are many individuals who have conducted AF&T investigations, written papers for conferences, written letters to politicians, and in a thousand ways enabled the work to get done".

She was amused by the imperial foibles of some university presidents. She thought that administrative power was best tamed by collective bargaining and always regretted that her colleagues at the University of Western Ontario did not share her views on this strategy. However, she considered that, at least at the national and provincial level, administrators, faculty



Sarah Shorten

and students should be able to join together in lobbying the federal government. But if she thought the administrators were obtuse or, even worse, patronizing her because she was a woman, they were apt to receive a sharp lesson.

In terms of CAUT politics, she believed in the need for a strong national organization sharing powers and responsibilities with provincial and local associations. Not everyone appreciated that stance just as not everyone appreciated her strong feminist position. But at the end of the day they recognized that she really stood for something, that she would fight hard but fairly for what she considered right, and that CAUT was a stronger and better organization because of her leadership. We owe her a lot. That is why the CAUT Council created an award in her name to honour those who by writing or by action contribute significantly to the advancement of the status of women in Canadian universities. Those of us who knew Sarah have lost a dear friend and colleague. All members of the academy will benefit from her efforts for many years to come.



par Donald C. Savage

Sarah Shorten fut une présidente extraordinaire pour l'ACPU. Elle fut la première présidente à être réélue pour un second mandat consécutif depuis les années 1950, ce qui témoigne de l'appui que lui portaient les associations de professeurs de tout le pays. Tout au long de son mandat, elle agit avec intelligence et dynamisme. Elle était entièrement dévouée à la cause de l'ACPU. Comme en témoignaient ses paroles et ses écrits, elle croyait en la liberté universitaire, en la démocratie constitutionnelle et en l'égalité des droits entre les hommes et les femmes. Elle croyait tout aussi fermement en nos universités et en leur potentiel, mais demeurerait consciente de leurs

lacunes. Elle livra notamment un combat long et acharné contre les dinosaures qui, certains plus ouvertement que d'autres, désiraient que l'université reste un bastion masculin. Pour elle, de toutes les institutions, c'était l'université qui devait être sans préjugé et sans aucune discrimination fondée sur la race ou sur le sexe. D'ailleurs, l'élaboration et l'adoption de la politique de l'ACPU sur l'action positive fut certainement l'un des moments de sa carrière qui la rendit la plus fière. Elle avait affirmé un jour que l'ACPU était l'un des rares endroits où elle avait travaillé et où elle n'avait jamais ressenti de préjugés envers les femmes.

Parce qu'elle était efficace et qu'elle était bilingue, elle fut, pendant de nombreuses années, l'agent de liai-

son de l'ACPU avec la FAPUQ, son pendant québécois. Elle adorait Montréal et appuyait énormément la culture québécoise. Mais elle n'était pas sentimentale et demeurerait une négociatrice dure, mais équitable, dans les nombreuses discussions visant à articuler la relation entre la FAPUQ et l'ACPU.

Elle était présidente pendant la crise entre la communauté universitaire et le gouvernement de Bill Bennett, en Colombie-Britannique. Elle appuya autant qu'elle le put les efforts locaux et nationaux en vue de résister à l'attaque lancée par le gouvernement provincial. Elle prit les mesures qui s'imposaient pour défendre les intérêts des professeurs

suite à la page 19

Professor Sarah J. Shorten

The University of Western Ontario

Professor Sarah Shorten was actively involved on behalf of faculty at Western campus and at other Canadian universities and was a tireless voice on women's issues and employment equity.

She was President of Western's Faculty Association during two terms (1978-79 and 1989-90). As an elected senator, Sarah served four terms on Western's Senate between 1977 and 1990. She also served on many of Western's major committees/commissions/processes:

- Senate Review Board Academic (SRBA)
- Senate Committee on Admissions and Academic Policies and Procedures (SCAAP)
- Senate Committee on University Planning (SCUP)
- Senate Sub-Committee on Admissions (SUA)
- Senate Committee on Appeals (for promotion and tenure appeals)
- Senate Operations Agenda Committee
- The Slayton Commission
- The Quality Academic and Administrative Adjustment Fund Committee (QUAAAF)

In addition to her two terms as UWOFA President, she served three terms as President of the Women's Caucus at UWO — a remarkable feat in both instances.

A specialist in ancient Greek philosophy, Professor Shorten had been with Western's Department of Philosophy since 1970. She held an MA degree in Classics from St. Andrews University, Scotland and a Ph.D. in Philosophy from Washington University, St. Louis, Missouri.

Professor Shorten was an expert on Aristotelian philosophy and lectured widely on ancient Greek philosophy and ethical issues. In 1978, she was co-editor of *Contemporary Issues in Biomedical Ethics*, published by Humana Press.

She was a member of the American Philosophical Association, Canadian Philosophical Association, International Society for Neoplatonic Studies, and many other scholarly societies. She also served as Assistant Chair of the UWO Philosophy department.

Prof. Robert Butts, Chair of the Department of Philosophy, said that students and colleagues will remember Professor Shorten for her "incredible knowledge, her contagious sense of humour, her insistence on the application of high standards, her loyalty, and her indefatigable energy".

Butts noted that: "In matters philosophical, she was a profound scholar. In matters having to do with women's rights, academic freedom and pay equity, she had the wisdom and toughness of a trade union boss".

Prof. Kathleen Okruhlik, a friend and colleague in the Department of Philosophy, said that Professor Shorten was a direct person who "always came straight to the point and did not suffer fools gladly".

But Okruhlik added: "She was at the same time generous beyond measure. She gave unstintingly of herself to her students, to her colleagues, to her friends, and even to perfect strangers who came seeking assistance because they had seen her name in the paper and had heard on the grapevine that she was a good person to contact".

Prof. Janet Stevenson, Director of Part-Time Studies, Faculty of Part-Time and Continuing Education, and a close friend of Professor Shorten, said: "As both a friend and colleague, it was an honour and an experience to know Sarah. She will be remembered as an inspiration and role model for women and men across Canada. Sarah will be sorely missed by friends, staff, faculty and administrators at Western and many other Canadian universities".

UWO Provost (Vice-President Academic) Thomas J. Collins commented: "In my dealings with her, Sarah was a very positive person and as such made a highly constructive contribution as a University citizen. Her talent and attitude will be sorely missed".

Prof. Don Morrow, President of the UWO Faculty Association, said that he was "in absolute awe at the time and effort that Sarah put into things". He said that Professor Shorten worked tirelessly behind the scenes on behalf of the professorate at Western, provincially and nationally in many ways which often did not receive public recognition.

"She worked very hard on behalf of all professors and I have nothing but tremendous respect and admiration for her."

Professor Shorten was also a dedicated feminist who worked in the community with the London Status of Women and on campus with Western's Caucus on Women's Issues.

She served for two years as President of each organization.

Employment equity was important for Professor Shorten during her tenure as CAUT President, and she pressed for employment equity programs at Canadian universities. She was a Faculty Association representative on the President's Standing Committee for Employment Equity at Western which recently issued its first report and recommendations.

Memorial donations to the Sarah Shorten Scholarship Fund at UWOFA, which will be used to benefit a student in Philosophy, may be sent c/o the UWO Development Office, Room 20, NCMRD, Attention: Janet Frood. Individuals are requested to include their names and addresses on their cheques which should be made payable to the University of Western Ontario.



The Sarah Shorten Award: Request for Nominations

At its last October meeting, on the recommendation of the CAUT Status of Women Committee, Council created the Sarah Shorten Award. The purpose of the award is to recognize the remarkable contribution made by Professor Sarah J. Shorten to the advancement of the status of women, CAUT and to the entire Canadian academic community.

Professor Shorten served CAUT for eight years as member of Council, as Vice-President and as President for two years in 1983-85. She was the first President to be re-elected since the 1950s. During her presidency CAUT passed its statement for positive action to promote the status of women in Canadian universities.

She also was President of OCUFA from December 7, 1979 to June 30, 1981 and President of the Faculty Association at the University of Western Ontario in 1978-79 and 1989-90.

The CAUT Status of Women Committee requests nominations for this award. Faculty Associations, Status of Women Committees or any interested party are invited to forward nominations with a description of the reasons why it should be awarded to the person and a curriculum vitae of the potential recipient.

The deadline for the first Sarah Shorten Award is February 15, 1991 but the CAUT Status of Women Committee will entertain nominations at any time for future recipients.

Please forward your nominations to CAUT, c/o Mariette Blanchette, Secretary of the Status of Women Committee, 308-294 Albert Street, Ottawa, Ontario K1P 6E6.



Mr. Robert Kerr Président,
Association canadienne des professeurs d'université
294, rue Albert, suite 308
Ottawa (Ontario)
K1P 6E6

Copie d'un télégramme envoyée à : l'Association des professeurs (UWOFA) Université de Western Ontario.

Au nom de la Fédération des associations de professeurs des universités du Québec et de tout les professeurs et professeurs membre de la FAPUQ nous souhaitons vous exprimer nos plus sincères condoléances suite au décès de Mme Sarah Shorten. Nous partageons la profonde tristesse de toute la collectivité universitaire canadienne qui perd un de ses éléments les plus attachants et les plus dynamiques.

Michel M. Campbell Président, FAPUQ

Sarah Shorten

1944-1991

suite de la page 17

des universités de la Colombie-Britannique. Elle ne taisait pas ses principes au nom de la paix politique ou administrative. Elle fut heureuse que le gouvernement ne puisse pas abolir la permanence, mais regretta profondément ses coupes sombres dans les budgets des universités.

Elle désirait que l'ACPU joue un rôle plus actif dans les activités de lobbying. En tant que présidente, elle comparut devant la Commission Macdonald et devant la Commission royale de la Nouvelle-Écosse sur l'enseignement postsecondaire. La campagne de l'ACPU contre la retraite obligatoire fut ravivée, et la question des transferts fédéraux demeura au premier plan. Elle fut à l'origine de l'adoption, par le Conseil de l'ACPU, de la position actuelle de l'organisme sur le rôle que joue le gouvernement dans l'enseignement postsecondaire. Elle était d'avis que la communauté universitaire se devait de se politiser. Selon elle, les associations de professeurs ne prenaient pas ce rôle suffisamment au sérieux, et elle le leur fit savoir au cours des assemblées du Conseil. Comme elle le mentionna dans son rapport en 1984 : «Selon moi, l'un des rôles de la présidente de l'ACPU consiste à fournir au Conseil une évaluation honnête de l'état de l'association.»

Elle était source d'inspiration pour tous ses collègues. Certes, elle était très exigeante envers les autres, mais personne n'ignorait qu'elle l'était encore beaucoup plus à son endroit. Mais cela ne l'empêchait pas d'être attachée aux gens qui travaillaient au bureau national. Elle prenait le temps de parler avec eux, de les féliciter lorsque la situation le justifiait, et de souligner les moments importants avec des cartes et des petits cadeaux. Elle montrait à tous que le travail pouvait être à la fois important et amusant. Si personne n'a oublié ses listes, personne n'a oublié ses rires non plus. Elle se préoccupait peu de la hiérarchie : s'il fallait faire quelque chose et que personne n'était en mesure de s'acquitter de cette tâche, elle mettait la main à la pâte, que ce soit pour dactylographier, photocopier ou encore, rédiger une autre version de résolution du Conseil.

Il n'en demeure pas moins qu'elle comprenait très bien les réalités administratives et qu'elle pouvait stimuler tous les employés afin qu'ils accomplissent le travail exigé. En langage parlementaire, elle savait qu'un ministre était un ministre, et qu'il n'était pas également sous-ministre et contrôleur. Elle devait s'assurer, au nom du conseil, que l'ACPU offrait de bons services, c'était là son travail, mais elle ne devait pas faire tout le travail elle-même. Sarah avait également ses défauts, et elle était la première à l'admettre. Elle pouvait rendre le personnel au bord de la crise de nerfs par le nombre et l'étendue de ses ébauches d'exposé de position. Là encore, tous savaient qu'elle était per-

fectionniste et qu'il ne s'agissait pas d'un jeu administratif ou politique. Elle était capable de rire de ses marottes et de celles des autres membres de l'organisation.

Sarah savait aussi que l'ACPU était un réseau complexe au sein duquel de nombreux bénévoles ont joué des rôles importants, parfois mal reconnus par les membres; elle reconnaissait que l'organisation dépendait de ce groupe dévoué de bénévoles anciens et actuels. Elle leur rendit d'ailleurs hommage dans son rapport de 1985 : «Leur contribution fait une différence inestimable dans la force de l'Association; elle fournit la solidarité par la participation, éclaire les décisions et, fait à ne pas négliger, permet de mener à bien de nombreuses tâches qui autrement ne pourraient être faites. Ces gens consacrent leur temps et leur énergie - bien souvent, année après année - à la cause. Il y a ceux qui ont été présidents de comités; sans leur zèle, leur diplomatie et leur efficacité, nous aurions eu des ennuis. Il y a ces anciens agents qui demeurent toujours prêts à dispenser des conseils, à écrire des lettres, à faire du lobbying et à conseiller. Il y a ces nombreuses personnes qui ont mené des enquêtes sur la liberté universitaire et la permanence de l'emploi, écrit des documents pour les conférences, des lettres aux politiciens et qui, de mille et une façon, ont permis d'effectuer le travail.»

Sarah s'amusaient des manies impérieuses de certains recteurs d'université. À ses yeux, le pouvoir administratif était mieux maîtrisé par la négociation collective et elle regretta toujours que ses collègues de l'Université Western Ontario ne partageassent pas son point de vue sur cette stratégie. Cependant, elle estimait que, au moins au niveau national et provincial, les administrateurs, les professeurs et les étudiants devaient être capables de s'unir pour exercer des pressions auprès du gouvernement fédéral. Mais si elle croyait que les administrateurs avaient l'esprit obtus ou, pis encore, qu'ils la traitaient avec condescendance parce qu'elle était une femme, alors elle pouvait leur montrer de quel bois elle se chauffait.

En ce qui concerne les politiques de l'ACPU, elle croyait qu'il fallait avoir une organisation nationale forte qui partagerait les pouvoirs et les responsabilités avec les associations locales et provinciales. Son point de vue ne faisait pas toujours l'unanimité, pas plus que sa position très féministe, mais tous réalisaient qu'elle n'avait pas peur de ses opinions et que lorsqu'elle croyait en quelque chose, elle le défendait jusqu'au bout, durement mais équitablement. Son leadership a fait de l'ACPU une organisation plus forte et meilleure. Nous lui devons beaucoup. C'est pourquoi l'ACPU a créé un prix en son nom, prix destiné à ceux qui, par leurs mots

ou par leurs gestes, contribuent considérablement à l'avancement de la condition féminine dans les universités canadiennes. Ceux d'entre nous qui ont connu Sarah ont perdu une

amic et collègue précieuse. Tous les professeurs profiteront des bienfaits de ses efforts dans les années à venir.



Amnesty International Prisoner of the Month

On Tuesday 29 January 1991, Dr. Sari Nusseibeh was arrested and served with a six month administrative detention order in Jerusalem.

Dr. Sari Nusseibeh is a professor of Philosophy at Bir Ziet University and a leading Palestinian figure in the Occupied Territories. On 31 January, Dr. Nusseibeh was taken before a judge to review his detention order. The Israeli authorities accused him of being a leader of al-Fatah, a faction of the PLO, and of having been involved in drafting literature inciting violence. They also accused him of having gathered intelligence since the beginning of the Gulf crisis for the benefit of the PLO and Iraq. The hearing was adjourned to the 6 February, apparently to consider what if any evidence could be disclosed to Dr. Nusseibeh.

In a public statement given after his arrest Dr. Nusseibeh said: "I am and have always been clearly and unequivocally opposed to all forms of violence and in favour of a peace-

ful solution (of the Israeli/Palestinian conflict)". He also pointed out that since the outbreak of war in the Gulf he has been confined at home under curfew, his only access to the outside world being the "radio, television and my well-watched telephone line".

Amnesty International believes Dr. Nusseibeh to be a Prisoner of Conscience, held solely for his peaceful political opinions and activities.

Please write courteous letters appealing for the immediate and unconditional release of Dr. Sari Nusseibeh, unless the authorities are ready to produce the evidence necessary for him to exercise the right to challenge his detention. Letters to: Yitzhak Shamir, Prime Minister, Office of the Prime Minister, 3 Kaplan Street, Hakirya, Jerusalem 91919, Israel.



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The CAUT Status of Women Committee

invites you to an
ACTION Workshop
April 5-7, 1991
Edmonton, Alberta

WHO SHOULD ATTEND?

- Members of university and provincial Status of Women Committees
- Faculty Association executives
- Policy makers in Departments of Advanced Education
- Equity Officers
- Sexual Harassment Officers
- Human Rights Officers
- All Faculty interested in promoting a woman-positive climate on campus

WHEN?

- Friday evening April 5th: Welcoming reception and Keynote Address
- Saturday and Sunday April 6th and 7th: A series of plenaries, panels and workshops

Attention Locals: Send an entire Action Team and Save! See below for details.

ACTION

ACTIONS by Academic Women

- Notable/notorious models for change from the University of Western Ontario, Windsor, Manitoba

LIMATE Issues on Canadian Campuses

- How to make women welcome
- Eradicate the chill factors
- Offset backlash

ACTICS for Achieving Change

- Overcoming Exceptionalism: Women academics in Science, Engineering and Medicine
- "Let's Do a Study": the Politics of Surveys and Data collection
- Getting Our Story Out: Practical tips on how to deal with the media

IMPLEMENTING Employment Equity

- Using collective agreements to achieve change
- Federal Contractors Program
- Educating the Institution: How to design and deliver an Employment Equity educational program

ORGANIZING for Action

- Building an effective Local Action Team
- Coordinating Provincial Status of Women Committees
- CAUT Status of Women Committee: Who are we, What we do, How we can help you

NETWORKING Brunch

- Provincial or regional caucuses
- Field or discipline caucuses
- Issue — related interest groups
- CAUT SWC network

REGISTER TODAY! PLACES ARE LIMITED

Deadline for early registration March 4th, 1991

FEE SCHEDULE:

Sponsored delegate

(fee paid by faculty association/employer/ agency) \$125 \$145

Attention Locals: Send an entire Action Team and Save!

each additional sponsored delegate from same institution \$100 \$110

Individuals (non-reimbursable fee paid by registrant) \$100 \$110

Saturday only: \$ 60 Sunday Only: \$ 50

Fees include materials, reception, coffee breaks and lunches; also GST where applicable

WHERE?

A limited number of rooms at \$90 per night (single or double) plus tax (sorry, no fantasy theme rooms!) have been held at the Fantasyland Hotel, West Edmonton Mall, 17700-87 Avenue, Edmonton T5T 4V4

To take advantage of this special rate telephone 1-800-661-6454 or FAX (403)444-3294 specifying this conference

REGISTRATION FORM

CAUT STATUS OF WOMEN ACTION WORKSHOP
April 5-7, 1991 — Fantasyland Hotel, Edmonton

Name _____

Association name: _____

Address: _____

Telephone (Office) _____ (Home) _____

(Please give both numbers in case of emergency)

Date of arrival _____ Date of departure _____

Full Conference? _____ One day only _____

Child Care required? Yes: _____ No: _____

Please complete form and send to Ms. Nancy Gordon, CAUT, 308-294 Albert Street, Ottawa K1P 6E6 or FAX us your registration (613)237-2105. Make cheques payable to CAUT.

Please note: Last Minute registrants cannot be guaranteed hotel rooms or prepaid lunches

Le Comité du statut de la femme de l'ACPU

**vous invite à un atelier
d'ACTION
du 5 au 7 avril 1991
à Edmonton, Alberta**

S'ADRESSE À QUI?

- Aux membres des comités du statut de la femme provinciaux et des universités
- Aux exécutifs des associations de professeurs
- Aux décideur(e)s des ministères de l'enseignement supérieur
- Aux agent(e)s responsables de l'équité
- Aux conseiller(ère)s en harcèlement sexuel
- Aux conseiller(ère)s en droit de la personne
- À tous les professeurs et à toutes les professeures intéressé(e)s à promouvoir une atmosphère positive à l'endroit des femmes dans les universités

QUAND?

- Le vendredi 5 avril au soir : Réception d'accueil et allocation
- Les samedi et dimanche 6 et 7 avril : des plénières, des tables rondes et des ateliers

*Attention associations locales :
déléguez une équipe d'action
complète et économisez!
Voir encadré pour plus de détails.*

A C T I O N

CITATIONS

- Actions de femmes universitaires : modèles notables et notoires de changement, des universités Western Ontario, Windsor, du Manitoba

LIMITES

- Questions sur le climat qui règne dans les universités canadiennes
- Comment faire sentir aux femmes qu'elles sont les bienvenues?
- Comment effacer les facteurs de «refroidissement», compenser les réactions hostiles?

ACTIVITÉS

- Les tactiques pour faire bouger les choses
- Surmonter le sentiment d'exception pour les femmes dans les sciences, le génie et la médecine
- «Faisons une étude» : la politique des enquêtes et de la cueillette de données
- «Nous faire connaître» : conseils pratiques sur la manière de composer avec les médias

INITIATIVES POSITIVES

- Initiatives positives : mise en œuvre de l'équité salariale
- Se servir des conventions collectives pour réaliser le changement
- Le Programme de contrats fédéraux
- Éduquer l'établissement d'enseignement : comment concevoir et offrir un programme d'éducation sur l'égalité en emploi

ORGANISATION

- Organisation en vue de l'action
- Former une équipe d'action locale efficace
- Coordonner les comités provinciaux du statut de la femme
- Le Comité du statut de la femme de l'ACPU : qui sommes-nous, que faisons-nous, comment pouvons-nous vous aider

NOUVER DES ALLIANCES

- Nouer des alliances à l'occasion d'un brunch
- caucus provinciaux ou régionaux
- caucus par domaine ou discipline
- groupes d'intérêt sur des questions connexes
- le réseau du CSF de l'ACPU

INSCRIVEZ-VOUS DÈS MAINTENANT! LE NOMBRE DE PLACES EST LIMITÉ
La date limite des inscriptions hâtives est le 4 mars 1991

FRAIS D'INSCRIPTION :

Avant le 4 mars Après le 4 mars

Délégué(e) subventionné(e) (frais payés par l'association, l'employeur/l'organisme)	125 \$	145 \$
Attention associations locales : déléguez une équipe d'action complète et économisez! chaque délégué(e) subventionné(e) supplémentaire du même établissement	100 \$	110 \$
Particuliers (frais payés par des particuliers ne sont pas remboursés)	100 \$	110 \$

Samedi seulement : 60 \$ Dimanche seulement : 50 \$

Les frais d'inscription comprennent les documents, la réception, les pause café et les déjeuners; la TPS est appliquée le cas échéant.

OÙ?

Nous avons réservé un nombre limité de chambres à 90 \$ par soir (occupation simple ou double), taxe en sus (désolé, pas de chambres à thèmes fantaisistes!), à l'hôtel Fantasyland, West Edmonton Mall, 17700-87 Avenue, Edmonton T5T 4V4.

Pour profiter du tarif spécial, veuillez téléphoner au 1-800-661-6454 ou communiquer par télécopieur, au (403) 444-3294, en identifiant l'atelier.

BULLETIN D'INSCRIPTION

ATELIER D'ACTION ORGANISÉ PAR

LE COMITÉ DU STATUT DE LA FEMME DE L'ACPU
du 5 au 7 avril 1991 — Hôtel Fantasyland, Edmonton

Nom _____

Association: _____

Adresse: _____

Téléphone: (Bureau) _____ (Résidence) _____

(Prière de donner les deux numéros en cas d'urgence)

Date d'arrivée _____ Date de départ _____

Atelier complet _____ Une journée seulement _____

Garde d'enfant(s)? Oui _____ Non _____

Prière de remplir le formulaire et de le retourner à Mme Nancy

Gordon, ACPU, 294, rue Albert, bureau 308, Ottawa (Ontario)

K1P 6E6 ou envoyer par télécopieur le bulletin d'inscription au :

(613) 237 2105. Libeller les chèques à l'ordre de l'ACPU.

Remarque : Les chambres et les déjeuners payés d'avance ne sont pas garantis aux personnes s'inscrivant à la dernière minute.

Collective Bargaining Co-op Coop de négociation collective



EDITORS NOTE: This is the first of a series of regular columns from the CAUT Collective Bargaining Co-operative.

by Maureen Kilgour, Professional Officer, Collective Bargaining Co-operative

Pension Workshop '91

In January, the CAUT Collective Bargaining Co-operative sponsored a Pension Workshop, as part of its year-long focus on pension and retirement issues. The workshop, which ran for a day and a half at the Chateau Laurier Hotel in Ottawa, explored with over 60 participants and eight guest speakers a wide range of issues relating to pensions and retirement.

The aim was to provide faculty associations and members with information and advice on pensions, retirement and their relationship to the collective bargaining process.

Day One: Everything You Wanted to Know About Pensions... and More

The workshop began with a lively, practical session by Dr. Marcia Ozier of the Psychology Department of Dalhousie University. Dr. Ozier presented the workshop participants with a Pension Primer — a user-friendly guide to "Everything you wanted to know about Pensions...". She also stressed the importance of pension literacy among faculty members in order to gain control over both pensions and the pension process, and provided the participants with some tools to accomplish this end.

M. François Vachon, an actuarial consultant with Eckler Partners Ltd., was responsible for "Demystifying the Role of an Actuary". He outlined the process that an actuary follows as an advisor of a pension plan sponsor. His self-declared aim was to persuade the participants "that there is little mystery in the process!". To remove the mystery, he used plumbing systems and a water tank as analogies to pension plans, where the assets are the water in the tank, and the inlets are contributions and investments earnings, and the outlet is benefit payments. This notion of the actuary as a "financial plumber" certainly did contribute to the "demystification".

Dr. Ernst Zimmermann, from Lakehead University, presented the participants with an overview of the Faculty Association's recent experience in trying to amend their pension plan. Zimmermann recounted the many difficulties that appeared along

the way, including the frustrations arising out of the actuarial process. He was able to provide some useful advice for faculty associations involved in their own amending process.

The final speaker of Day One was Dr. Richard Deaton, who addressed collective bargaining issues that he covered in his recent book *The Political Economy of Pensions* (UBC Press, 1990). He situated the pension issues that face faculty associations in a broad context, and touched on issues such as the failure of pension reform, the concentration of pension capital, and the links between the two. Deaton's presentation was provocative and stimulated much interest and discussion.

Day Two: The Mandatory Retirement Decision

The recent Supreme Court decision on Mandatory Retirement was the focus of discussion on the second day.

par Maureen Kilgour, agente de négociation collective, Coopérative de négociation collective

En janvier, la Coopérative de négociation collective de l'ACPU a organisé un atelier sur les pensions qui s'inscrivait dans le programme de l'année accordant la priorité aux questions sur les pensions et la retraite. Tenu à l'hôtel Château Laurier d'Ottawa pendant une journée et demie, l'atelier a permis à plus de 60 participants d'explorer avec les huit conférenciers une gamme de dossiers reliés aux pensions et à la retraite.

L'atelier visait à renseigner et à conseiller les membres et les associations de professeurs sur les pensions, la retraite et leurs liens avec la négociation collective.

Première journée: Tout ce que vous avez voulu savoir sur les pensions...

Dr. Marcia Ozier, du département de psychologie de l'Université Dalhousie, a débuté l'atelier par une séance enlevante et pratique. Elle a offert aux délégués un guide d'introduction sur les pensions intitulé «Everything you wanted to know about Pensions...». Elle a insisté sur l'importance pour les professeurs de se documenter sur les pensions pour maîtriser le processus. Elle leur a prodigué quelques conseils pour y parvenir. Les idées qu'elle a pu sus-

Steven Barrett, from the law firm of Sack, Goldblatt and Mitchell, led off with a detailed analysis of the decision. Marion Perrin, Executive Director of the Ontario Confederation of University Faculty Associations (O.C.U.F.A.), discussed the adverse implications of mandatory retirement on women, and presented some alarming and sobering statistics on the current economic status of women in Canada over the age of 65. Maureen Kilgour, Professional Officer of the Collective Bargaining Co-operative, discussed how the decision on mandatory retirement put new pressures on the collective bargaining process in provinces where mandatory retirement is still permissible, and provided participants with a variety of strategies that could be used in collective bargaining and lobbying. (The Federation of New Brunswick Faculty Associations recently presented a brief addressing a variety of human rights issues to the Standing

Committee on Law Amendments. In their brief, they addressed the issue of age discrimination, and urged "the Legislature to abolish mandatory retirement, clearly and unequivocally".)

Dr. Ted Humphreys, of the Ontario Institute for Studies in Education (O.I.S.E.), and Chairperson of the Co-operative, finished up Day Two, in his session entitled "Pulling Them Out instead of Pushing Them Out", with an overview the new "flexible retirement package" negotiated last year at O.I.S.E.

Overall the workshop was considered a success, and provided those in attendance with a broad range of ideas and information to assist in developing the level of pension expertise within faculty associations across Canada.



citer chez les délégués ont fourni une solide base pour les présentations suivantes.

M. François Vachon, expert-conseil en actuariat chez Ecklers Partners Ltd., a démystifié le rôle des actuaires. Il a décrit la démarche d'un actuaire à titre de conseiller en régime de retraite. Son intention était de convaincre les participants que la démarche n'était pas un grand mystère! Pour l'éclaircir, il a fait une analogie entre les régimes de retraite et l'exemple de la tuyauterie et d'un réservoir d'eau: les actifs sont l'eau dans le réservoir et les tuyaux d'arrivée sont les cotisations et les gains de placement. Les versements de prestations sont la sortie. L'actuaire ainsi comparé à un «plombier financier» a certes contribué à démystifier la notion!

M. Ernst Zimmermann, de l'Université Lakehead, a parlé de l'expérience de l'association des professeurs qui a tenté récemment de modifier le régime de retraite de ses membres. M. Zimmermann a relaté les nombreuses embûches qui surgissent au long de cette démarche, entre autres les frustrations que suscitent le volet actuariel. Il a été en mesure de fournir de précieux conseils aux associations de professeurs en voie de faire modifier leur régime de retraite.

M. Richard Deaton a conclu la première journée de l'atelier par une séance portant sur des questions de négociation collective qu'il aborde dans son dernier ouvrage intitulé *The Political Economy of Pensions* (UBC

Press, 1990). Il a situé les problèmes auxquels les professeurs font face en matière de pension dans un large contexte. En outre, il a traité de l'échec de la réforme des pensions, de la concentration du capital de retraite et des liens entre les deux. La prestation de M. Deaton a provoqué des réactions et a beaucoup stimulé l'intérêt des participants ainsi que les discussions.

Deuxième journée: Le jugement sur la retraite obligatoire

Le jugement récent de la Cour suprême a dominé les discussions de la deuxième journée. La Coopérative de négociation collective a relevé le défi posé à la suite du jugement et a donné aux participants un aperçu juridique de cette décision ainsi que de ses conséquences.

Steven Barrett, de l'étude d'avocats Sack, Goldblatt et Mitchell, a débuté la deuxième journée en faisant une analyse poussée du jugement. Marion Perrin, directrice générale de l'UAPUO, a traité des conséquences négatives de la retraite obligatoire sur les femmes et a présenté des statistiques alarmantes et graves de la situation économique actuelle des Canadiennes de plus de 65 ans. Maureen Kilgour, agente des négociations collectives de la Coopérative de négociation collective, a expliqué comment le jugement exerçait de nouvelles pressions sur la négociation collective dans les provinces où la retraite obligatoire est encore permise. Elle a en outre proposé aux

suite à la page 26

JANUARY COUNCIL COVERAGE, *continued*

Eight Policy Statements Approved

A total of eight policy statements were presented to Council for approval. Most noteworthy among these was a revised statement on Professional Rights, Responsibilities and Relationships. Alan Andrews, Chairperson of the Academic

Freedom and Tenure Committee — the CAUT standing committee responsible for developing this policy — explained that CAUT has long had a policy statement on Professional Ethics and Professional Relationships, but in 1989-90 the AF&T Committee

was asked to review the policy. The revised statement was the result of extensive consultations with locals, Council, other CAUT standing committees and the Collective Bargaining Co-operative.

The title change from "Professional Ethics and Relationships" to "Professional Rights and Responsibilities" reflects the fact that the policy statement is not meant as a code of ethics by which all must abide; it is essentially advisory not prescriptive.

The statement comprises five sections: the roles and responsibilities of academic staff as teachers, as scholars and as colleagues as well as the relationship between academics and their universities and the community at large.

Section 5.5, dealing with potential conflicts of interest is particularly noteworthy:

"Staff members should avoid potential conflicts of interest unless, after appropriate disclosure and full consultation, they have the approval of the university. Potential conflicts of interest include, but are not limited to:

- (a) authorizing the purchase by the university of equipment, supplies or services from a source in which they or their family have a substantial interest
- (b) hiring any member of their immediate family as an employee or consultant for any project supported by funds administered through the university

(c) associating with the management of any undertaking which hires or proposes to hire university personnel

(d) having significant ownership rights or associating with the management of a research company which contracts with the university to undertake research with the university or with university resources."

Added to the section on conflict of interest are three sub-sections dealing with librarians and their responsibility "to develop and maintain access to cultural and intellectual materials in an unbiased manner", to "be conscientious in the preparation of access to information in all formats" and "to develop appropriate standards of library service within individual universities".

CAUT also has a policy statement on Conflict of Interest for Boards of Governors, Presidents and Senior Administrators and Academic Staff. (July, 1990: item 32-3 in the CAUT Information Service).

In connection with this whole area of professionalism and professional ethics, Council learned that CAUT's Executive Director, Donald Savage, is at work on a paper on research fraud which he intends to provide to the AF&T Committee in the coming months.

Autres énoncés de principes adoptés par le Conseil

On peut obtenir des exemplaires des énoncés de principes ou d'autres documents de position de l'ACPU auprès des associations locales ou en écrivant au secrétariat de l'ACPU, 294, rue Albert, bureau 308, Ottawa (Ontario) K1P 6E6.

- Énoncé de principes sur la protection des renseignements personnels
- Énoncé de principes sur le comportement des universitaires pendant les arrêts de travail d'autres groupes d'employés
- Énoncé de principes sur les griefs
- Énoncé de principes sur les droits des employeurs
- Énoncé de principes sur les dossiers personnels

Deux énoncés de principes, l'un sur la sécurité d'emploi et l'autre sur les administrateurs universitaires et les personnes qui peuvent être exclues d'une unité de négociation ont été renvoyés à l'attention du CLUPE pour qu'il les étudie davantage.

Policy Statements Passed by Council

Copies of these or any other CAUT Policy Document can be obtained from your local Association, or by writing to CAUT offices, 294 Albert St., Suite 308, OTTAWA, K1P 6E6.

- Privacy of Information
- Concerning the behaviour of academic staff during work stoppages by other employee groups
- Grievances
- Management Rights
- Individual Files

Two other statements of policy, one of Security of Employment and the other dealing with Academic Administrators and Persons who may be excluded from a Bargaining Unit, were referred back to the AF & T Committee for further consideration.



Approbation de huit énoncés de principes

En tout, huit énoncés de principes ont été soumis à l'approbation du Conseil. Il convient de noter le plus important, en l'occurrence l'Énoncé de principes sur les droits, les responsabilités et les relations professionnelles. Alan Andrews, président du comité permanent de l'ACPU responsable de l'élaboration de l'énoncé de principes, soit le Comité de la liberté universitaire et de la permanence de l'emploi (CLUPE), a expliqué que l'ACPU disposait depuis longtemps d'un énoncé de principes sur l'éthique professionnelle et les relations professionnelles. Toutefois, en 1989-1990, l'on a demandé au CLUPE de réviser l'énoncé. La version révisée est le fruit de vastes consultations avec les associations locales, le Conseil, les autres comités permanents de l'ACPU et la Coopérative de négociation collective.

Le nouveau titre, «Énoncé de principes sur les droits, les responsabilités et les relations professionnelles», indique que le document ne se veut pas un code de déontologie

auquel tous doivent obéir. Au lieu d'être normatif, il est essentiellement consultatif.

L'énoncé se divise en cinq parties: le rôle et les responsabilités des universitaires en tant qu'enseignants, en tant que savants et en tant que collègues, ainsi que les relations entre les universitaires et leur université et la société. Le paragraphe 5.5, qui traite des conflits d'intérêt possibles, est notable:

«Les universitaires doivent éviter les risques de conflits d'intérêt à moins d'avoir reçu l'approbation de l'université après les avoir révélés selon les voies normales et d'avoir fait des consultations complètes. Les conflits d'intérêt possibles sont les suivants mais ne s'y limitent pas:

- (a) autoriser l'achat par l'université de matériaux, fournitures ou services d'une source dans laquelle ils ou des personnes de leur famille ont un intérêt appréciable;
- (b) engager un membre de leur famille immédiate comme employé ou expert-conseil pour

tout travail financé par des fonds administrés par l'entremise de l'université;

- (c) être associé à la direction de toute entreprise qui engage ou se propose d'engager du personnel universitaire.
- (d) posséder des droits de propriété suffisants ou être associé à la direction d'une compagnie de recherche qui passe des contrats avec l'université pour effectuer des recherches avec celle-ci ou avec ses ressources.»

On a ajouté à la suite du paragraphe ci-dessus trois paragraphes touchant les bibliothécaires et leur responsabilité «d'améliorer et d'entretenir l'accès à du matériel culturel et intellectuel sans parti pris», «de préparer consciencieusement l'accès à l'information sous toutes les formes» et «d'élaborer des normes appropriées pour les services de bibliothèque au sein de chaque université.»

L'ACPU dispose en outre d'un énoncé de principes sur les conflits

d'intérêt touchant les bureaux des gouverneurs, les recteurs et les cadres supérieurs ainsi que le personnel universitaire. (Juillet 1990, onglet 32-3, Service d'information de l'ACPU)

En ce qui concerne la question du professionnalisme et de l'éthique professionnelle, le Conseil a appris, en outre, que le directeur général, Donald Savage, s'affairait à la rédaction d'un document sur la fraude dans le domaine de la recherche. Il a l'intention de le soumettre au CLUPE dans les prochains mois.



Provincial Roundup

Sur la scène provinciale



EDITOR'S NOTE: This is the first of a series of columns that will explore activities in provincial legislatures related to higher education. With provincial budgets forthcoming in the next few months, the funding of universities will be a salient and sensitive issue in this time of economic restraint. Upcoming columns will explore these developments along with other activities in and around the provincial legislatures.

by J. Mark Langdon (a Ph.D. candidate and instructor in the Department of Political Studies at Queen's University, Kingston, Ontario.)

The Honourable John A. Gogo
Alberta's Minister of Advanced Education (Progressive Conservative)



Alberta's Minister of Advanced Education is John Gogo. First elected to the Legislative Assembly of Alberta in 1975 in the riding of Lethbridge West, Mr. Gogo was re-elected in 1979 and was appointed Chairman of the Alberta Alcohol and Drug Abuse Commission from 1979-1986. He was re-elected in 1982 and 1988. In 1986, he was appointed Deputy Speaker and following the 1989 election he was appointed Minister of Advanced Education, and Deputy House Leader.

Mr. Gogo was born and raised in Toronto. Subsequently he attended The University of Lethbridge where he studied economics, organization and administration. Mr. Gogo was a member of the Canadian Armed Forces from 1949 to 1980 with service in Korea and Germany. He is married with five children.

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Edmonton, Alberta T5K 2B6

Deputy Minister, C. Lynne Duncan:
(403) 427-5635

The Honourable Bruce Strachan
British Columbia's Minister of Advanced Education, Training and Technology (Social Credit)



British Columbia's Minister of Advanced Education, Training and Technology is Bruce Strachan. Mr. Strachan was first elected to the Legislative Assembly of Alberta in

1979 in the riding of Prince George South and was re-elected in 1983 and 1986. Mr. Strachan was appointed Deputy Speaker and Caucus chairman in 1982, Minister of Intergovernmental Relations in 1986, Minister of Environment and Parks in 1987, Minister of State for Cariboo and Minister Responsible for

Environment in 1988, and was appointed Minister of Advanced Education, Training and Technology on November 1, 1989.

Mr. Strachan was born in Winnipeg and educated at the College of New Caledonia where he received an Arts and Science Diploma. He was previously a professional musician, from 1959 to 1971, Trustee/Chairman of the Prince George School Board, from 1976 to 1979 and Public Information Officer for the College of New Caledonia from 1973 to 1979. He is married with two children.

Telephone: (604) 387-0888
Address: Room 328, Parliament Buildings
Victoria, B.C. V8V 1X4

Deputy Minister, Cary Mullins:
(604) 387-2026

The Honourable Len Derkach
Manitoba's Minister of Education and Training (Progressive Conservative)

Mr. Derkach is a graduate of Brandon University and was employed as a secondary school teacher from 1966 to 1977 in the Pelly Trail School Division. He was elected School Trustee for the Division in 1979 and served as Chairman from 1980 to 1985. From 1976 to 1985 he also served on the Rosburn Credit Union Board.

Mr. Derkach was first elected to the Manitoba Legislature in 1988 and was critic for Northern Affairs, Crown Corporations and the Jobs Fund, and the deputy critic for Education and Northern Affairs. He was appointed Minister of Education following the May, 1988 election.

Telephone: (204) 945-3720
Address: 162 Legislative Building
Winnipeg, Manitoba R3C 0V8
Deputy Minister, John Carlyle:
(204) 945-3752

The Honourable Russell King
New Brunswick's Minister of Advanced Education and Training (Liberal)



Dr. King was born in St. Stephen, New Brunswick. He received a Bachelor of Science degree from Mount Allison University in 1964 and a Doctor of Medicine degree from Dalhousie University Medical School in 1972. In 1981 he

was given certification by the Family Physicians of Canada.

From 1964 to 1967 he was employed as a high school teacher and since 1972 has been a family physician in Fredericton. Dr. King was first elected to the Legislative Assembly, in the riding of Fredericton South, in 1987, was sworn in as Minister of Advanced Education and Training in October of that year, and is also responsible for the establishment and operation of the Federal/Provincial Youth Strategy. Dr. King is married with three children.

Telephone: (506) 453-8264
Address: P.O. Box 6000
Fredericton, N.B. E3B 5H1

Deputy Minister, Leonard Arseneault:
(506) 453-8204

The Honourable Phillip Warren
Newfoundland's Minister of Education (Liberal)

Dr. Warren was born in New Perican, Trinity Bay. He received a B.Sc. and a B.A. (Ed.) from Memorial University and graduated with an M.Ed. and Ph.D. from the University of Alberta.

Dr. Warren was a school principal for a number of years. He subsequently worked as a Professor, first at the University of Calgary (1960-61), and then in the Department of Educational Administration at Memorial University (1962-1989). From 1967 to 1973 he served as Head of the Department. He was also Chairperson of the Newfoundland Royal Commission on Education and Youth, a member of the Task Force on Education and Youth, and a member of the Task Force on Educational Finance. He has been elected to the executive of several national educational organizations and has presented papers at a number of national and provincial conferences.

Dr. Warren was elected in the riding of St. John's North and named Minister of Education in 1989. He is married with three children.

Telephone: (709) 578-5040
Address: Confederations Building
P.O. Box 8700, St. John's, Nfld.
A1B 4J8

Deputy Minister, Dr. Keith Winter:
(709) 576-5096

The Honourable Joel Matheson
Nova Scotia's Minister of Advanced Education and Job Training (Progressive Conservative)

Mr. Matheson was educated at Dalhousie University where he received his B.Com. in 1952 and his LL.B. in 1954. He was President of Hillis Oil Sales Ltd. from 1955-79. Mr. Matheson was President of the Board

of Governors of Izaak Walton Killam Hospital for Children from 1974-77.

He was first elected M.L.A. for Halifax-Bedford Basin in 1976 and served as Minister of Finance (1979-83), Minister of Mines and Energy (1983-87), Minister of Health and Fitness (1987-88), and was appointed Minister of Advanced Education and Job Training in December, 1988. He is married with three children.

Telephone: (902) 424-4166
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Station M. Halifax, N.S. B3J 3B7
Deputy Minister, Joseph Clarke:
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The Honourable Richard Allen
Ontario's Minister of Colleges and Universities and Skills Development (New Democratic Party)



Richard Allen was born and raised in British Columbia. He has a Ph.D. in history, and from 1974 to 1987 was a History Professor at McMaster University where he served on the University Senate. His writings on Canadian social history include *The Social Passion: Religion and Social Reform in Canada 1914-1928*, which is widely used in university courses. Dr. Allen was also the founder of the Canadian Plains Research Centre at the University of Regina and has been a member of the Social Sciences and Humanities Research Council of Canada.

He was first elected to the Ontario Legislature in 1982 as the member for Hamilton West and was named Minister of Colleges and Universities and Minister of Skills Development in October of 1990. Dr. Allen and his wife have two sons.

Telephone: (416) 965-3288
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Mowat Block, Toronto, Ont., M7A 1L2
Deputy Minister, Dr. Bernard Shapiro:
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The Honourable Paul Connolly
Prince Edward Island's Minister of Education (Liberal)



Mr. Connolly was born in Charlottetown and received a B.A. from St. Dunstan's University in 1968 and a B.Ed. from the University of Prince Edward Island in 1971. He worked as Head Instructor, Chairman

continued on page 26

The CAUT Bookshelf



By Professor Fred Wilson (Toronto),
CAUT Vice-President

Ernest L. Boyer, *Scholarship Reconsidered: Priorities of the Professoriate* (A

Special Report for the Carnegie Foundation for the Advancement of Teaching) Princeton, N.J.: Princeton University Press, 1990

Ernest Boyer has recognized that something has gone wrong: universities are so seriously off track that they have created a real morale problem among faculty. Universities, he argues, have lost a sense of their mission and as a result are unable to reward faculty in ways that make them feel that they and their work are valued.

Boyer argues that universities should clearly establish their mission and assess faculty performance in ways appropriate to that mission. Some of his discussion fits only south of the border — e.g., his distinctions between research universities, liberal arts colleges, community colleges, and comprehensive colleges or universities do not apply so neatly to the Canadian situation; but the thrust of his message applies equally here.

All universities, independently of their ostensible teaching and research goals, have adopted the research standard of Harvard and neglected teaching. But many (most) faculty were not hired to win Nobel Prizes and actually like teaching. These perfectly competent researchers and even first rate teachers find that their work is evaluated as useless and unworthy of serious reward. The resulting loss of morale is inevitable.

For Boyer, the solution is for universities to rethink their mission and to define it in ways that recognize the genuine contributions of faculty. In addition to the specialized scholarship of discovery, we should recognize the "scholarship of integration" which involves synthesizing results already obtained and making connections across disciplines; and the "scholarship of application" which involves service to the community in areas directly related to one's special field of knowledge e.g. popularizing scientific work.

Finally, we should also recognize the "scholarship of teaching": teaching which reaches out from what one knows to build bridges between the teacher and the student, both educating and enticing future scholars. This would include not merely work in the classroom but also other activities like

writing textbooks, developing computer software and video cassette and television material, all of which are legitimate scholarly activities in which many are now engaged. All contribute to the missions that most universities should assign themselves. But for the most part it is only the scholarship of discovery that is recognized in faculty evaluation.

Faculty talent needs to be more creatively assessed to take into account all kinds of scholarship. When assessing teaching, Boyer argues that, as with case of research, it should be a matter of peer concern and review. Important as student questionnaires are, it should be faculty who are primarily responsible for evaluating the teaching performances of colleagues.

Boyer also recognizes that, if we are to adopt more creative and flexible ways for evaluating faculty, universities must also allow much greater flexibility in career paths. What is needed are career paths that can match the personal and professional changes that occur throughout a lifetime. Faculty should be allowed to shift from one form of scholarship to another, perhaps defining themselves first in terms of specialized scholarship, then moving to the scholarship of integration, and then to the scholarship of teaching. Many such variations are conceivable, but most are largely impossible under the present system of faculty rewards. The result is the present homogeneous model for the career path of a faculty member which does not allow for the individualization and continuous change that are important if we are to incorporate diversity in our institutions and professional growth in our faculty.

These are lessons that the increasing numbers of women entering the profession have been endeavouring to teach us. We still have a long way to go.

What Boyer does not emphasize are the obstacles to these more reasonable processes. How many times have we heard colleagues speak about the "deadwood" in the system? Administrators, too, love to talk that way, and imply that, if it weren't for faculty associations and the rules of tenure and natural justice, they could save the university a lot of money. Like the macho vice-president of the bank, the university president would come in and sweep all that deadwood onto the street to ensure that his university more closely approximated the ideal of excellence.

But the bully boy tactics of the business world, however much they reflect the values of the community that sur-

rounds us, are not only inhumane but also inappropriate to the university context. Is it really decent to throw someone onto the street who has spent years acquiring talents useful in the university but nowhere else? Not only is it inhumane, but if it became common practice, few would risk taking up an academic career.

What we need, of course, are systems of institutional support for those who suffer "burnout" or who, for whatever reason, need a change of direction part way through their career. Yet we provide few institutional resources to help people find those new paths. Instead, we insist they keep doing the same thing and then sneer at them as "deadwood" when they are less than successful and lose the morale that is essential to keep them functioning as useful and contributing members of the university community.

Even more important, we need a change in attitudes on the part of administrators — and also the rest of us — that make it possible for the systemic biases of the business world to warp our vision of the university and make it much less than the scholarly community it could be.

The thrust of Boyer's argument is important, and many of his recommendations should be implemented; universities would be better for it. But he does not, I think, adequately understand the nature and extent of the systemic biases which stand in the way of many of his proposals.



Scholarship Reconsidered will provide a vital contribution to improved undergraduate instruction through its recognition of the necessary contribution of scholarship teaching. The report accurately describes the dependence of collegiate instruction on scholarship in a manner which appreciates the strengths of American higher education and shows how to use these strengths to improve it.

Ernst Benjamin, General Secretary
American Association of University Professors

This is the most timely and exciting report I've seen in years ... timely because the mismatch between faculty priorities and society's needs is becoming a major public issue ... exciting because the report offers a way around the old ruts the debate about this issue usually takes. The problem, the author argues, is not simply one of "balance" — of adjusting the weights we attach to teaching, research, and service — but of reclaiming the common ground of scholarship that underlies all these activities. The proposition that all faculty are scholars — or should be — offers each campus a formula for reconsidering what kinds of scholarly activity are uniquely suited to its mission, and opens new doors through which the unique talents of each and every faculty member can find expression. Hurray for Carnegie!

Russell Edgerton, President
American Association for Higher Education

Throughout the country, educators and their critics are renewing the old debate over the faculty's preoccupation with research and its effects on the quality of teaching. One campus after another, there are stirrings that seem to presage a willingness to think afresh about the criteria that determine tenure and measure the success of faculty careers. *Scholarship Reconsidered* speaks directly to these issues and should enrich a growing debate that may have important consequences for higher education.

Derek Bok, President
Harvard University

More Bookshelf on page 26

Comité des bibliothécaires *suite de la 13*

de l'association des professeurs. Le 1er mars, Rita entre en fonction à la bibliothèque Roberts de l'Université de Toronto à titre de chef des références. Je sais que vous vous joignez à moi pour lui souhaiter la meilleure des chances dans son nouvel emploi. C'est une perte pour l'Université de Calgary mais un gain pour l'Université de Toronto.

La prochaine réunion

La prochaine réunion du comité se tiendra les 15 et 16 mars. Parmi les points à discuter figurent le

programme de subventions du CRSH appelé «Études canadiennes: outils de recherche, l'union des unités de négociation des bibliothécaires et des professeurs, les primes des administrateurs supérieurs et, bien entendu, les recommandations relatives aux nouveaux membres et à la présidence du comité. Si les lecteurs désirent porter à l'attention du comité des points quelconques, qu'ils n'hésitent pas à le faire immédiatement.



The CAUT Bookshelf *continued from page 25*

William A. Bruneau, *A Matter of Identities: A History of the UBC Faculty Association 1920-1990*, UBC Faculty Association, Vancouver, 1990. 66p. Paperback.

Professor Bruneau has written a history of the UBC Faculty Association which was published as part of the 75th anniversary of the university. The UBC Faculty Association is the oldest in Canada, and this booklet gives a useful and informative account of the foundation of the association in 1920 and its concerns over the years. Faculty members tend not to know much about the problems and struggles of earlier generations. This sometimes leads them to reinvent the wheel. More histories such as Professor Bruneau's would be a very useful corrective.

Patricia E. Roy, *White Man's Province: British Columbia Politicians and Chinese and Japanese Immigrants 1858-1914*, University of British Columbia Press, Vancouver, 1989, reprinted 1990. \$24.95, 325p + xvii. Paperback.

Hugh Johnston, *The Voyage of the Komagata Maru: The Sikh Challenge to Canada's Colour Bar*, University of British Columbia Press, Vancouver, 1989. \$15.95, 162p. Paperback.

These are useful and important books for anyone interested in the roots of colour prejudice in Canada and its effect on the politics and laws of this country. Hugh Johnston tells the story of the 400 Sikhs who in 1914 were refused permission to land from the ship Komagata Maru. The stand-off which ensued left the ship and its human cargo sitting in Vancouver harbour for two months. It is, however, somewhat of an overstatement for the publishers to compare this with the massacre at Amritsar in 1919. Professor Roy has given us a useful history of the early days of the Chinese and Japanese in British Columbia. Her book shows that there were both class and racial considerations in the development of the anti-Asian politics of the province.



Letters *continued from page 5*

Feminism and the Bulletin

I am saddened by feminist propaganda that continues to flow around the tragedy of 6 December, 1989 (*Bulletin* Dec./90, pp 1-3). It is a bitter truth that Marc Lépine's desperate act was an extreme example of behavior that can result from psychological damage that feminists do to many of their children. Less extreme acts include drug and sex abuse and suicide of teenagers. I have been studying a number of related societal problems for seven years.¹

The views expressed in the *Bulletin* are excessively feminist, and often display a grave misunderstanding of healthy human behavior, as in a healthy family. Healthy families are the building blocks of a healthy society.

My studies have revealed that the main reason most mothers want jobs outside the home is that they do not trust men to be permanent partners.

Why don't we work on making men more trustworthy? A beginning is described in reference 1.

The sixth of December, 1989 is indeed a date to memorialize, but my reason for it is the opposite of the one suggested in the *Bulletin*.

1. C.R. Freeman, Canadian Journal of Physics, 68, 794 (1990). "Kinetics of Nonhomogeneous Processes in Human Society: Unethical Behavior and Societal Chaos".

Gordon R. Freeman
University of Alberta

Editor's Note: The public record shows that both Marc Lépine and his mother were victims of abuse. CAUT has, for many years, actively supported legislation and programs designed to ameliorate endemic violence and abuse of all citizens.



Provincial Roundup *continued from page 24*

and Principal of Holland College and was first elected to the P.E.I. Legislature in 1962. While in opposition he was critic for Health and Social Services and the Status of Women. Mr. Connolly has served in a number of volunteer positions and was Director of the Retarded Children's Summer Camp.

In 1989, he was re-elected and named Minister of Education as well as Minister Responsible for the Status of Women and Minister of Native Affairs. Mr. Connolly is married with four children.

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(902) 368-4662

The Honourable Lucienne Robillard, Québec's Minister of Higher Education and Science (Liberal)

Ms. Robillard was born in Montréal, obtained a B.A. from Collège Basile-Moreau in 1965, a Master's degree in Social Service from the Université de Montréal in 1967, a diploma in Administration from the École des hautes études commerciales de Montréal in 1983 and a Master's degree in Business Administration in 1986.

She was a social worker and clinical practitioner at Maisonneuve-Rosemont hospital from 1967 to 1988 and was later a senior administrator at the Centre de services sociaux Richelieu. She was appointed Public Curator of Québec in 1986 and held the position until 1989. She has served on several mental health commissions.

Ms. Robillard was elected Deputy of Chambly riding in 1989, was appointed Minister of Cultural Affairs



in October of 1989 and held that position until she was appointed Minister of Higher Education and Science in October, 1990.

Telephone: (418) 643-3636
Address: 1033 De La Chevrotière
19^e étage, Québec, P.Q., G1R 5K9
Deputy Minister, Pierre Lucier:
(418) 643-7999

The Honourable Ray Meiklejohn, Saskatchewan's Minister of Education (Progressive Conservative)

Mr. Meiklejohn was born in Quill Lake, Sask. and received a B.Ed. from the University of Saskatchewan in 1965. He taught at both the elementary and secondary levels and was Program Co-ordinator and Superintendent of Education for the Saskatoon East School Division for seven years. He subsequently received a post-graduate degree in education of exceptional children. He is past-president of the Canadian Council for Exceptional Children and past-president and founder of Mallard Industries, a centre for training and employing handicapped adults in Wadena.

Mr. Meiklejohn was first elected MLA for the constituency of Saskatoon Mayfair in 1986. Prior to being named Minister of Education, he held the positions of Minister of Science and Technology, Minister of Consumer and Commercial Affairs and Minister Responsible for the Saskatchewan Research Council. Mr. Meiklejohn has three children.

Telephone: (306) 787-7360
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Deputy Minister, Eleanor Rourke:
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La Coopérative de négociation *suite de la page 22*

délégués diverses stratégies à utiliser dans la négociation collective et l'exercice de pressions. (La Fédération des associations de professeurs des universités du Nouveau-Brunswick a présenté dernièrement au comité permanent de révision des lois un mémoire portant sur diverses questions reliées aux droits de la personne. Elle y a abordé la question de la discrimination en fonction de l'âge et a exhorté l'assemblée législative à abolir la retraite obligatoire de manière claire et sans équivoque.)

M. Ted Humphreys, de l'IEPO et président de la Coopérative de

négociation collective, a conclu la deuxième journée de l'atelier par une séance sur le thème «Une retraite de son plein gré au lieu d'une retraite forcée». Il a donné un aperçu du nouveau programme de retraite souple négocié l'an dernier à l'IEPO.

Dans l'ensemble, l'atelier a été une réussite. Les participants ont eu l'occasion d'absorber un vaste éventail d'idées et de renseignements qui les aideront à acquérir une expertise en matière de pension au sein de leur association.



POSITIONS AVAILABLE FOR CANADIAN CITIZENS AND PERMANENT RESIDENTS

Many Canadian universities are signatories to the Federal Contractors Program. The program requires that suppliers of goods and services to the federal government who employ 100 persons or more and who want to bid on federal contracts (including research contracts) of \$200,000 or more must commit themselves to implementing employment equity as a condition of their bid. This commitment requires the identification and removal of artificial barriers to the selection, hiring, promotion and training of women, aboriginal peoples, persons with disabilities and visible minorities. As a result, applications for some positions advertised in the CAUT Bulletin may be asked to provide information of a confidential nature.

Beaucoup d'universités canadiennes se sont jointes au programme de contrats fédéraux. Le programme exige que les fournisseurs de biens et services du gouvernement fédéral qui emploient au moins 100 personnes et veulent soumissionner des contrats fédéraux (y compris des contrats de recherche) d'au moins 200 000 \$ doivent s'engager, comme condition de la soumission, à appliquer l'équité dans l'emploi. Cet engagement exige que l'on supprime tout obstacle artificiel à la sélection, à l'embauche, à l'avancement et à la formation des femmes, des autochtones, des personnes handicapées et des minorités visibles. À cette fin, on pourra demander aux candidats(e) à certains postes annoncés dans le Bulletin de l'ACPU de fournir des renseignements à caractère confidentiel.

As a service to CAUT members interested in positions available in other countries, the Bulletin accepts advertisements for these positions. The view of academic freedom and the extent to which it is protected in other countries may vary. Except in the case of the United States, where the Association of American University Professors (AAUP) investigates alleged violations of academic freedom, there is no method by which we can provide any verifiable information concerning the state of academic freedom at universities outside of Canada. CAUT publishes a list of universities censured by AAUP twice a year. Further information about those censures can be obtained by writing to AAUP, Suite 500, 1012 - 14th St. N.W., Washington, DC 20005; tel: 202-737-5500.

Le Bulletin accepte les offres d'emploi à l'extérieur du Canada à titre de service pour les membres de l'ACPU qui pourraient être intéressés. La perception de la liberté universitaire et son degré de protection peut varier d'un pays à l'autre. À l'exception des États-Unis, où l'Association of American University Professors enquête sur des prétendues violations de la liberté universitaire, il n'existe aucune méthode nous permettant de vérifier la situation de la liberté universitaire dans les universités étrangères. Deux fois par année, l'ACPU publie une liste d'universités faisant l'objet de censure par l'AAUP. Pour obtenir des renseignements supplémentaires sur ces censures, prière d'écrire à l'AAUP, suite 500, 1012 14th St. N.W., Washington, DC 20005; tel: (202) 737-5500.

ACCOUNTING

THE UNIVERSITY OF AUCKLAND, NEW ZEALAND. A Chair in Financial Accounting - Department of Accounting and Finance, School of Commerce and Economics (Vacancy UAC-16). The Department of Accounting and Finance is one of the largest in the University with an establishment of over

30 academic positions including 5 chairs. Teaching and research span all areas of financial and management accounting and finance. Courses are offered at undergraduate and graduate levels and within the Graduate School of Business. The University is seeking a replacement to Professor Bruce Tabb who is retiring after thirty years of service. The successful candidate will have demonstrated academic

leadership and teaching excellence as well as having significant scholarly research and publications in the area of financial accounting. Applicants should have advanced academic qualifications together with a successful record of teaching and research. A limited amount of consulting may be undertaken. Commencing salary will be established within the range \$NZ60,080 - \$NZ295,840 per annum. Consideration may be given to payment of a performance-related supplement. Conditions of Appointment and Method of Application are available from the Assistant Registrar, Academic Appointments, University of Auckland, Private Bag, Auckland, to whom applications should be forwarded as by 8 April 1991. Please quote Vacancy Number UAC-16 in all correspondence. The University of Auckland - An Equal Employment Opportunity Employer.

UNIVERSITY OF PRINCE EDWARD ISLAND, Accounting. Applications are invited for a faculty position with teaching and research interests in (1) Introduction to Accounting, (2) Intermediate Accounting, (3) Accounting Theory, and (4) Advanced Financial Accounting. Qualifications M.B.A., C.A., preferred but consideration will be given to B.B.A. or A.C.A. upon qualifications. Position is subject to budgetary approval. Closing date: July 1, 1991. The University of Prince Edward Island is committed to the principle of employment equity. Send curriculum vitae and the names and addresses of three referees to: Dr. J. Ronald Collins, Dean, School of Business Administration, University of Prince Edward Island, Charlottetown, P.E.I., C1A 4B8.

UNIVERSITY OF WATERLOO, Business Administration, Accounting. Applications are invited for faculty positions from those with teaching and research interests in (1) financial accounting, (2) finance, (3) management accounting and information systems, (4) auditing, (5) taxation, Ph.D. or equivalent qualifications listed. Send resumes to the Director, School of Accountancy, University of Waterloo, Waterloo, Ontario N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The availability of these positions is subject to budgetary approval. It is the intention of the University of Waterloo to fill its vacancies with recent Ph.D. graduates appointed as Assistant Professors wherever possible. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, native peoples, and persons with disabilities.

ANTHROPOLOGY

TRENT UNIVERSITY. Applications are invited for a nine-month limited term position in the Department of Anthropology at Trent University. Assistant Professor. Applicants should have completed or nearly completed their Ph.D. Duties will include teaching two full-year courses, Development Anthropology and an area course. Preference will be given to those with teaching experience and candidates with other area specialties are also encouraged to apply. Additional duties will consist of teaching thematic tutorials in the introductory level course, the theme of the tutorials is flexible and usually reflects the interests of the instructor. Trent University is an employment equity employer, and especially invites applications from women, aboriginal people, members of visible minorities, and disabled persons in accordance with Canadian immigration

regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada. Candidates should arrange for three referees to write directly to the Department. Letters of application should list the names of the referees and be accompanied by a full curriculum vitae. All correspondence should be addressed to: Prof. John Topic, Chair, Department of Anthropology, Trent University, Peterborough, Ontario, K9J 7B8 and must be received by March 31, 1991.

LAURENTIAN UNIVERSITY invites applications for a one-year position in physical anthropology beginning July 1991. Ph.D. preferred. Full-year courses to be taught include introduction to anthropology, physical anthropology, and one other undergraduate course. The ability to teach first-year undergraduate human anatomy and physiology would be an asset, as would manage and/or clinical nursing experience. Send letter of application, curriculum vitae, and the names and phone numbers of three referees to: Dr. Charlotte Napp, Dean of Social Sciences, Laurentian University, Sudbury, Ontario P3E 2G6 in conformance with the requirement of immigration Canada priority will be given to Canadian citizens and permanent residents. The University has an employment equity policy. This advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF NEW BRUNSWICK. Applications are invited for a tenure back position in the Department of Anthropology. Subject to budgetary approval, the position is at the rank of Assistant Professor, beginning July 1, 1991. Areas of specialization are open. Applicants should have a Ph.D. We have strong undergraduate and M.A. programs which focus on sociocultural anthropology. The successful applicant will develop archaeology for our program and must be committed to both research and teaching. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of New Brunswick is committed to the principle of employment equity. Applications, including c.v., the names of at least three referees, and one sample of the candidate's writing, should be sent to: Dr. Peter Chan, Department of Anthropology, University of New Brunswick, P.O. Box 4400, Fredericton, New Brunswick, Canada E3B 5A3. Closing date April 30, 1991.

MOUNT ALLISON University, Department of Sociology and Anthropology. Applications are invited for a one-year sabbatical replacement position, subject to budgetary approval, commencing on July 1, 1991. An applicant should have a Ph.D. and be a Canadian citizen in Anthropology. Duties include undergraduate teaching in socio-cultural anthropology and research. The appointment will be at the rank of Lecturer or Assistant Professor. The 1990-91 salary range for Lecturer is \$26,010 to \$40,319 and for Assistant Professor is \$34,169 to \$48,008. An applicant should include a curriculum vitae and the names of three referees, and should be sent to: Dr. Brian Campbell, Dean and Chair of the Search Committee, Department of Sociology and Anthropology, Mount Allison University, Sackville, New Brunswick E0A 3C9. FAX (506) 364-2625. The closing date for receipt of applications is April 15, 1991. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications are encouraged from minority groups and both genders.

WILFRID LAURIER UNIVERSITY. Appointment in Anthropology. Wilfrid Laurier University wishes to make an appointment to the 1991-92 academic

year. The position is a contractually limited, one-year sabbatical replacement at the Assistant Professor rank. The successful candidate will have a specialization in either Sub-Saharan Africa or North American anthropology, with a capability for teaching in one of the following areas: Anthropology of Religion, History of Anthropological Theory, Anthropology of Witchcraft, Myth and Folklore. Ph.D. required. Wilfrid Laurier University welcomes applications from all qualified women and men. The University provides a smoke-free work environment, in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Letters of application accompanied by a c.v. and the names of three referees should be sent to: G. David Christie, Department of Sociology and Anthropology, Wilfrid Laurier University, Waterloo, Ontario N2L 3C5. Deadline March 31, 1991.

ARCHITECTURE

THE UNIVERSITY OF AUCKLAND, NEW ZEALAND. A Chair in Architecture - Department of Architecture, School of Architecture and Planning (Vacancy UAC-15). Applicants are invited from suitably qualified and experienced persons with a minimum of professional registration, and have contributed to professional initiative activities. Duties will involve working with the Head of Department and providing leadership within the Department in the development of Professional Practice aspects of teaching and research in academic and continuing education programmes offered by the Department. Specific duties will include curriculum development, teaching and research in Professional Practice, Services, Professional Codes of Practice, Contract Administration, Office and Project Management, and to these ends applicants should have an interest in devising ways of integrating these aspects of professional practice into studio activities. Commencing salary will be established within the range \$NZ60,080 - \$295,840 per annum. Conditions of Appointment and Method of Application are available from the Assistant Registrar, Academic Appointments, University of Auckland, Private Bag, Auckland, to whom applications should be forwarded as soon as possible but not later than the closing date 11 April 1991, quoting Vacancy number UAC-15. The University of Auckland - An Equal Employment Opportunity Employer.

UNIVERSITY OF TORONTO, The School of Architecture & Landscape Architecture seeks qualified applicants for two tenure-track positions, beginning Fall 1991. DESIGN STUDIO AND COMPUTER ASSISTANT PROFESSOR. Candidates should possess a professional degree in architecture and significant academic or practice experience in computer applications, professional registration is desirable. Appointment criteria will include previous teaching experience, the quality of creative work and evidence of commitment to the advancement of architecture through computer applications. The appointee will be expected to coordinate an undergraduate design studio, offer courses on computer applications in architecture and urban design and conduct research and creative work in the School's Design and Modeling Centre. HISTORIC AND THEORY. Assistant or Associate Professor level appointment with the Dept. of Fine Arts/History of Art, in the Faculty of Arts & Science. Rank and salary commensurate with experience.

Candidates should possess a professional degree in architecture, and PhD in Architectural History (or be near completion). Both degrees should be a specialist in 20th-century architectural history and theory with broad knowledge of architectural, urban design and landscape history. Appointment criteria will include previous teaching experience and evidence of accomplishment or exceptional promise in scholarship. The appointee will be expected to conduct research, supervise graduate students and teach graduate and undergraduate courses in history and the theory of architecture. For these positions should send a curriculum vitae, examples of scholarly research or publication (e.g., doctoral dissertation), creative work, current teaching materials (if applicable), a statement of interests and goals, and a list of at least three referees to: Prof. A. Easdale, Dean, School of Architecture & Landscape Architecture, University of Toronto, 230 College St., Toronto, Ontario M5S 1A1, Canada. The closing date for receipt of applications is 1 May 1991. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. The University encourages both men and women to apply.

ART HISTORY

BROCK UNIVERSITY. The Department of Film Studies, Dramatic and Visual Arts, Brock University, is seeking an applicant for a ten-month sabbatical replacement appointment of an art historian in Visual Arts. The Visual Arts Programme (VISA) at Brock offers a studio-based curriculum with an emphasis on contemporary art and ideas, theory and criticism. The successful candidate will be required to teach the introductory survey Art and Architecture, 1789 - 1914; and Modern Art, 1914 - 1970. The position commences July 1, 1991. Previous teaching experience at the University level, an MA or PhD in Art History, and publications in the field are required. The successful candidate will be required to manage a studio library and an interest in integrating theory with studio work. Applicants should submit curriculum vitae and three letters of recommendation to Professor M. Mounsey-Clayton, Director, Visual Arts Programme, Department of Film Studies, Dramatic & Visual Arts, Brock University, St. Catharines, Ontario, L2S 3A1. Closing date for submissions is April 30, 1991. Related teaching experience is especially encouraged to apply. Smoking at Brock University is strictly prohibited.

UNIVERSITY OF ALBERTA, Department of Art and Design, Art History. Appointment Assistant Professor, full time, tenure track (1990-1991 salary range from \$36,910 July 1, 1991). To teach courses in 19th and 20th century Canadian Art to undergraduate and graduate students. A strong critical theoretical background and a good knowledge of 19th and 20th century American Art is also desirable. Related teaching experience, record of scholarly publication and PhD required. Apply with letter of application, cv, samples of scholarly work, and have three confidential letters of recommendation sent separately to Professor D. Rochfort. Applicants received until position is filled. Dr. Desmond Rochfort, Department of Art and Design, University of Alberta, Edmonton, Alberta, T6G 2G9, Canada. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and

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permanent residents of Canada. The University of Alberta is committed to the principle of equality in employment. The University encourages applications from all qualified persons, regardless of race, age, sex, sexual orientation, marital status, physical or mental disability, or visible minorities and women.

ASIAN STUDIES

UNIVERSITY OF MANITOBA. The Asian Studies Centre at the University of Manitoba invites applications for a full-time tenure-track appointment as Assistant Professor in the Department of Asian Studies (Social Sciences and/or Humanities) preferably with a specialization in Japan. The appointment will begin on July 1, 1991. The successful candidate should have a Ph.D. in his/her specialty and appropriate linguistic background. He/she should be fluent in English and have demonstrated competence in teaching undergraduate and graduate courses in contemporary East Asian Studies. Preference will be given to applicants with proven research potential and the ability to supervise graduate students. The 1990-91 salary for Assistant Professors is \$31,630. Salary will be commensurate with experience and qualifications. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal people, and persons with disabilities. The University provides a smoke free work environment. Applications will be given to Canadian citizens and permanent residents. Applications, curriculum vitae, and three letters of reference should be sent to: Dr. Klaus Kostermaier, Director, Asian Studies Centre, 325 Fletcher Avenue Building, University of Manitoba, Winnipeg, Manitoba, Canada, R3T 2N2. Deadline for receipt of applications is March 31, 1991.

BIOCHEMISTRY

TRENT UNIVERSITY. The Department of Chemistry invites applications for a two-year, half-time, tenure-track position in Biochemistry at the Assistant Professor level, commencing in September 1991. Applicants must have undergraduate teaching experience. Trent University is an employment equity employer, and especially involves candidates from women, aboriginal people, visible minorities and disabled persons. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Please send curriculum vitae, list of research interests and three letters of reference to Professor A.H. Rees, Chair, Department of Chemistry, Trent University, Peterborough, Ontario, K7A 6B9 by April 15, 1991.

BIOLOGICAL SCIENCES

SIMON FRASER UNIVERSITY. Department of Biological Sciences. Endowed Chair in Environmental Science. Applications and nominations are sought for an Endowed Chair in Environmental Science within the Department of Biological Sciences at Simon Fraser University. The successful candidate for this senior faculty position is expected to be a leading researcher in environmental science and to have a proven track record in a strong research team that would interact with other strengths in the department such as environmental toxicology. The individual will be expected to participate in teaching and to assist in the promotion and development of the Department of Biological Sciences at Simon Fraser University. The successful candidate for this senior faculty position is expected to be a leading researcher in environmental science and to have a proven track record in a strong research team that would interact with other strengths in the department such as environmental toxicology. The individual will be expected to participate in teaching and to assist in the promotion and development of the Department of Biological Sciences at Simon Fraser University. The successful candidate for this senior faculty position is expected to be a leading researcher in environmental science and to have a proven track record in a strong research team that would interact with other strengths in the department such as environmental toxicology. The individual will be expected to participate in teaching and to assist in the promotion and development of the Department of Biological Sciences at Simon Fraser University.

THE UNIVERSITY OF CALGARY. Department of Biological Sciences. Invites applications for an Assistant

Professor in Cellular and Molecular Biology. Individuals specializing in the study of cellular and molecular biology of plants and animals are encouraged to apply. However, consideration will also be given to outstanding applicants in other areas of cellular and molecular biology. Appointment date September 1991 but a later date can be arranged by mutual consent. Qualifications include a Ph.D. and post-doctoral experience, a commitment to excellence in teaching and research, and graduate level and a demonstrated ability to conduct productive research at high quality. Salary commensurate with qualifications and experience in accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary has an Employment Equity Program and encourages applications from all qualified candidates, including women, aboriginal people, visible minorities and people with disabilities. Applicants should send a curriculum vitae and the names of three referees before July 15, 1991 to: Dr. R.W. Davies, Head, Department of Biological Sciences, University of Calgary, 2500 University Drive N.W., Calgary, Alberta T2N 1N4.

BIOLOGY

ATHABASCA UNIVERSITY. Human Biology, Faculty of Science. Athabasca University is currently seeking a Ph.D. holder to fill a tenure track position at the Assistant Professor level. Preferable candidates will have a Ph.D. in Biology, a strong background in distance education and in teaching mature students. The successful applicant will be responsible for developing and delivering the delivery of courses such as cell biology, physiology, and genetics. He or she will also be expected to develop an active research program. Athabasca University is Canada's leading open university providing education at a distance to over 14,000 students. We presently offer Bachelor's degrees in Biology, Business, Education, Nursing and will be offering a Bachelor of Science degree in 1992. We invite you to join us in the exciting venture of developing a modern and unique university science program. Athabasca University is located in an attractive rural setting adjacent to the Athabasca River in the town of Athabasca, Alberta. Canada's unique Canadian immigration department regulations, this advertisement is directed to Canadian citizens and permanent residents. We welcome applications from all qualified candidates. We are especially interested in receiving applications from people who are from groups traditionally under-represented on Canadian university faculties. This position will be subject to budget approval (budget approval required for this position). Athabasca University is committed to the principle of equality in employment and offers equal employment opportunities to all qualified applicants. Applicants should submit a full curriculum vitae with names, addresses, and telephone numbers of three referees by April 30, 1991 to Michael T. Albrecht, Director, Human Resources, Athabasca University, Box 100, Athabasca, Alberta T0G 2R0. Further information about the position or to request an application form may be obtained from Dr. Kathleen Marler, Dean of Science at 403-675-9227 or kmarler@athabasca.ab.ca.

ATHABASCA UNIVERSITY. Wildlife, N.S. The Department of Biological Sciences, Athabasca University, invites applications for a tenure-track position at the Assistant Professor level in the area of Plant Biology. The successful candidate will have a Ph.D. and some post-doctoral and teaching experience. The position involves both teaching and research. The successful candidate will be expected to establish a strong research program in Plant Ecology supported by funds from both the University and external sources. Teaching responsibilities include a course in Terrestrial Plant Ecology, a course in Introductory Ecology, and a course in area of specialty. The individual

will also be responsible for the supervision of our Biology Core Program. Supervision of graduate students in the M.Sc. level is also expected. Effective date of appointment July 1, 1991. Interested candidates should submit a full curriculum vitae, including a list of references, and the names, addresses, and telephone numbers of three referees to: Dan Toren, Head, Department of Biology, Athabasca University, Wildlife, Nova Scotia, Canada. The University of Alberta is committed to the principle of equality in employment. The University of Alberta is committed to the principle of equality in employment.

BUSINESS

UNIVERSITY OF ALBERTA. Faculty of Business Administration. An invited full-time tenure-track faculty position for those with teaching and research interests in all fields of Business. Ph.D. or equivalent required or candidate should be at the completion stage of degree. Salary and rank depend on qualifications. Salary ranges: Assistant Professor \$34,970 to \$51,434; Associate Professor \$51,435 to \$68,718; Professor \$68,719 to \$85,902. Competitive salary supplements are available. Appointments are available on a full-time basis. Positions subject to availability of funding. Send resume to: Dr. Jean-Louis Gosselin, Chair, Faculty of Business Administration, University of Alberta, Edmonton, Alberta, Canada, T6G 2R6. The University of Alberta is committed to the principle of equality in employment.

BUSINESS ADMINISTRATION & COMMERCE

MCMASTER UNIVERSITY. Faculty of Business. Applications are invited from candidates with qualifications in one or more of the following areas: (i) Accounting, (ii) Finance, (iii) Marketing/International Business/Business Administration. Rank of Assistant Professor, depending on qualifications and experience. Ph.D. or M.A. degree completed or near completion is expected, preferably with teaching and research experience. Duties include research and teaching at both graduate and undergraduate levels. Salary will be commensurate with academic position, teaching and practical experience. All positions subject to budgetary approval. Applications should be sent to: Dr. Wilfred Lauder, Head, Faculty of Business, McMaster University, 1200 Main Street West, Hamilton, Ontario, L8S 4L7.

UNIVERSITY OF MANITOBA. Faculty of Management. Applications are invited in the following areas: (i) Finance and (ii) Information Systems. Rank is open based on qualifications and experience. Successful applicants will hold a Ph.D. or A.B.D. completed or near completion is required. Duties include research and teaching at both graduate and undergraduate levels. Salary is competitive and will depend on qualifications, experience and research record. Appointment also open July 1, 1991. Preferred Application with curriculum vitae and three letters of reference should be sent to: University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal people and persons with disabilities. The University provides a smoke free work environment. Applications will be given to Canadian citizens and permanent residents. Applications should be sent to: Dr. Lawrence I. Gould, Head, Department of Accounting and Finance, University of Manitoba, Winnipeg, Manitoba, R3T 2N2.

WILFRID LAUDER UNIVERSITY. Faculty of Business Administration. The areas of Accounting, Finance, Human Resources, Marketing, Operations and International Business are open to applications. The successful candidate will have a Ph.D. or A.B.D. with teaching and research experience. Rank, salary and rank will depend on qualifications and experience. The University will be responsible for all relocation costs.

qualified women and men. Applications accepted until positions are filled. Positions are subject to budget approval. Send curriculum vitae and three letters of reference to: Associate Dean of Business, School of Business and Economics, Wilfrid Laurier University, 725 University Avenue West, Waterloo, Ontario, N2L 3C5.

UNIVERSITY OF CANADA. The Department of Political and Economic Science of the Royal Canadian Mounted Police (RCMP) is seeking a bilingual (English/French) individual to fill a tenure-track position at the Assistant Professor level. The candidate must have a Ph.D. or equivalent degree in a management related field, preferably with a specialization in marketing. The position requires the teaching of subjects in a few areas of business and so applicants with an MBA will be advantaged. A knowledge of the English language is essential for this position and candidates with a knowledge of French will be advantaged. The Royal Military College of Canada is a bilingual educational institution and this position is offered equally to women and to men. Salary will depend on qualifications; the 1990-91 scale ranges from \$34,200 to \$49,355. These scales are adjusted annually on July 1. Submit application and curriculum vitae to: Dr. Y. Gagnon, Head, Department of Political and Economic Science, Royal Military College of Canada, Kingston, Ontario, K7K 5L6, before May 15, 1991. The appointment will be for a three-year period. In accordance with Canadian immigration regulations, this position is offered to Canadian citizens in the first instance, followed by permanent and permanent residents in the second instance. On equal opportunity basis, the University of Canada is committed to the principle of equality in employment.

QUEEN'S UNIVERSITY. A temporary (9 month) position is available in the area of Cancer Research. The work will involve the investigation of resistance to cancer. Applicants should have a Ph.D. in cancer research or a related field. Applicants with curriculum vitae and three letters of reference should be sent to: Dr. J. G. Cantor, Department of Chemistry, Queen's University, Kingston, Ontario, K7L 3N6.

CANCER RESEARCH

QUEEN'S UNIVERSITY. A temporary (9 month) position is available in the area of Cancer Research. The work will involve the investigation of resistance to cancer. Applicants should have a Ph.D. in cancer research or a related field. Applicants with curriculum vitae and three letters of reference should be sent to: Dr. J. G. Cantor, Department of Chemistry, Queen's University, Kingston, Ontario, K7L 3N6.

CHEMISTRY

UNIVERSITY OF TORONTO. Department of Chemistry. Postdoctoral Research Fellowships. Applications are invited from qualified candidates for one-year appointments as Postdoctoral Research Fellows. The University of Toronto provides a competitive salary and stipends will be at NSERC rates and will be determined by qualifications and experience. Applications should be sent to: M.J. Dignam, Chairman, Department of Chemistry, University of Toronto, Ontario, Canada, M5S 1A1.

THE UNIVERSITY OF AUCKLAND, NEW ZEALAND.

Postdoctoral Research Fellowship (Vacancy UAC-18). The following Postdoctoral Fellowship is presently available: Department of

Chemistry (2 Years) "Ecologically Active Metabolites of Marine Sponges" Enquiries to Professor R.C. Campbell, Telephone 64 (0) 737 899, Fax 64 (0) 332 1705. Applicants must have completed the requirements for the award of a Ph.D. or its equivalent, within the last four years. A stipend of NZ\$27,400 per annum, plus one airfare up to NZ\$1,500 in value will be paid. Applications should be sent to: Professor Campbell, Department of Chemistry, University of Auckland, Private Bag 920, Auckland, New Zealand. Applications should be sent to: Professor Campbell, Department of Chemistry, University of Auckland, Private Bag 920, Auckland, New Zealand. Applications should be sent to: Professor Campbell, Department of Chemistry, University of Auckland, Private Bag 920, Auckland, New Zealand.

LAKEHEAD UNIVERSITY. The Department of Chemistry at Lakehead University invites applications for a nine-month term appointment commencing September 1, 1991, at the rank of Assistant Professor. Applicants should possess a Ph.D. and be qualified to teach at the degree level in physical chemistry, physical-organic chemistry, and/or materials science including polymer chemistry. Research interests should be in the area of polymer chemistry. Applicants are asked to submit, by March 31, a curriculum vitae and the names and addresses of three referees to: Dr. J. G. Cantor, Acting Dean of Arts & Science, Lakehead University, Thunder Bay, Ontario, P7B 3E1. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Applications from women and men, including members of visible minorities and persons with disabilities, are encouraged.

UNIVERSITY OF ALBERTA. Synthetic Chemistry. Research Associate. Applications are invited to the position of Research Associate in Synthetic Chemistry. The position is a full-time position with a salary of \$50K plus benefits. The successful applicant must have a Ph.D. with a strong background in stochastic modeling, optimization and computation. As well as a proven record of research in the field of Synthetic Chemistry. The position is located in the Department of Chemistry, University of Alberta, Edmonton, Alberta, Canada, T6G 2G2. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Alberta is committed to the principle of equality in employment and offers equal employment opportunities to all qualified persons, including women and men, including members of visible minorities and persons with disabilities.

CHINESE

MCGILL UNIVERSITY. Position in Chinese Language. The Department of East Asian Languages and Literatures, McGill University, invites applications for the position of Faculty Lecturer in Chinese Language beginning September 1991. The successful candidate should be able to teach Mandarin at all levels. Teaching experience and native or near native fluency in Chinese are required. In accordance with Canadian immigration regulations, priority will be given to Canadian citizens and permanent residents. Applicants should send a letter of application, curriculum vitae and three letters of reference to: Professor Sandra Buckley, Chair, Department of East Asian Languages and Literatures, McGill University, 3434 Avenue du Parc, Montreal, Que. H3A 1X9. Deadline for applications is March 30, 1991.

CLASSICS

UNIVERSITY OF SASKATCHEWAN. Applications are invited for a 12-month probationary leave appointment in Classics at the Instructor level, beginning July 1991. Ph.D. preferred or near completion. The successful applicant will teach under-

CAUT BULLETIN ACPU

graduate courses in Greek, Latin or Classics in Translation. The salary offered is \$25,411 (1990-91 scale), with provision for a salary increase of \$1,000 per year of application, etc., and the names of three referees who are sending letters in support of your application to: Dr. J. G. Cantor, Head, Department of Classics, University of Saskatchewan, Saskatoon, Saskatchewan, S0N 0W0. The University of Saskatchewan is committed to the principles of employment equity and to the promotion of equality in employment. This advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada. Deadline for applications is March 31, 1991.

CONCORDIA UNIVERSITY. Applications are invited for a tenure-track appointment as an Assistant Professor in the Department of Classics, commencing August 1, 1991. Applicants should have a Ph.D. The candidate should be a full-time faculty member in the Department of Classics. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Concordia University is committed to a policy of employment equity and to the promotion of equality in employment. This advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada. Deadline for applications is March 31, 1991.

COMMUNITY & REGIONAL PLANNING

UNIVERSITY OF BRITISH COLUMBIA. International Centre of Excellence in Human Settlements and School of Community and Regional Planning. Academic and Professional Positions. Director, Associate Professor, Assistant Professor, and Lecturer. The International Centre of Excellence in Human Settlements has a five year CIDA funded research program in partnership with universities in China, Indonesia, and the Philippines. The program is a multi-disciplinary research program in the field of human settlements research which focuses on housing and access to land to the urban poor, women in urban development, an enabling approach that releases local initiative, and the institutional arrangements for human settlements development. An enabling approach that releases local initiative, and the institutional arrangements for human settlements development. An enabling approach that releases local initiative, and the institutional arrangements for human settlements development. An enabling approach that releases local initiative, and the institutional arrangements for human settlements development.

THE UNIVERSITY OF AUCKLAND, NEW ZEALAND. Postdoctoral Research Fellowship (Vacancy UAC-18). The following Postdoctoral Fellowship is presently available: Department of Chemistry (2 Years) "Ecologically Active Metabolites of Marine Sponges" Enquiries to Professor R.C. Campbell, Telephone 64 (0) 737 899, Fax 64 (0) 332 1705. Applicants must have completed the requirements for the award of a Ph.D. or its equivalent, within the last four years. A stipend of NZ\$27,400 per annum, plus one airfare up to NZ\$1,500 in value will be paid. Applications should be sent to: Professor Campbell, Department of Chemistry, University of Auckland, Private Bag 920, Auckland, New Zealand. Applications should be sent to: Professor Campbell, Department of Chemistry, University of Auckland, Private Bag 920, Auckland, New Zealand. Applications should be sent to: Professor Campbell, Department of Chemistry, University of Auckland, Private Bag 920, Auckland, New Zealand.

CHAIR Department of Agricultural Economics and Business

Applications are invited for the position of Chair, Department of Agricultural Economics and Business, Ontario Agricultural College (OAC), University of Guelph. The position is available July 1, 1991.

The department is one of ten academic units within the OAC. The 22 member faculty has excellent working relations in terms of education, research and extension programs with other departments in the OAC and with departments in other universities, including Economics, Consumer Studies, Hotel and Food Administration and Population Medicine (Epidemiology). In 1989-90, the department received over \$1.6 million in research grants and contracts from Provincial, Federal and International Governments and from private organizations such as trade and commodity associations and marketing boards.

The department offers undergraduate majors in three degree programs, the B.Comm., B.Sc. (Agr.) and B.A. and graduate programs in all business related programs on campus. The department has substantial research interests in production economics, agricultural marketing, natural resource economics, international economics and agricultural policy. The department also offers a Master's degree program in agricultural business management and farm business management, and a collaborative Ph.D. program in Resource and Environmental Economics with the Economics department.

The preferred candidate will hold a Ph.D. in Agricultural Economics, Economics and/or Business Administration, and have demonstrated qualities of leadership. The candidate will have demonstrated interest in agricultural economics, resource economics and business management. The responsibilities of the position will include assisting faculty in developing and generating support for the department's educational and research programs.

In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents. The appointment is subject to final budgetary approval.

The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

Applications will be treated in confidence and should include a curriculum vitae and the names and addresses of three persons who may be contacted as referees. Deadline date for applications is April 30, 1991 and should be submitted to:

Dr. R.J. McLaughlin
Dean, Ontario Agricultural College
University of Guelph
Guelph, Ontario N1G 2W1

UNIVERSITY
OF GUELPH

Canadian Institute of Resources Law Institut canadien du droit des ressources

RESEARCH ASSOCIATE

The Canadian Institute of Resources Law requires a Research Associate to develop and undertake research, publication, and teaching activities under the supervision of the Executive Director. The successful candidate will have a law degree (with preference for applicants holding a graduate degree in law); a demonstrated aptitude for legal research and writing; and a keen interest in natural resources law.

The Canadian Institute of Resources Law is an independent national body affiliated with The University of Calgary. Its work involves research, education and publication on the legal aspects of renewable and non-renewable natural resources.

The appointment will be effective July 1, 1991. The salary and benefits will be competitive with those offered to Canadian university law teachers.

Please submit a curriculum vitae and the names of three referees by April 15, 1991 to: Executive Director, Canadian Institute of Resources Law, Faculty of Law, 430 Bio Sciences, The University of Calgary, Calgary, Alberta T2N 1N4.

UNIVERSITY OF OTTAWA

NEUROSCIENCE

The Department of Anatomy invites applications for a neuroscientist to the position of Research Associate in the Research Council of Canada. The successful candidate will be responsible for the development and execution of research projects in the field of neuroscience.

TRACK POSITION IN A TENURE

Applicants must have a Ph.D. degree with a minimum of two years of post-doctoral experience or an M.D. degree with equivalent research experience. The position is a full-time position with a salary of \$50,000 per annum. Applications should be sent to: Dr. J. G. Cantor, Head, Department of Anatomy, University of Ottawa, Ottawa, Canada, K1H 8N5.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Ottawa is committed to a policy of employment equity.

of Educational Foundations, University of New Brunswick, Bag Service #45333, Fredericton, New Brunswick E3B 6E3. Send North mail to BEZEAU@UNB.CA and phone (506) 453-3513.

UNIVERSITY OF VICTORIA: The Faculty of Education will require Seasonal Instructors during the 1991 Summer Session. Applicants are invited to the following areas: Graduate Courses: Curriculum Studies; Educational Psychology; Counselling, Educational Administration; Reading and Language Arts; Educational Foundations; Special Education; Educational Technology Undergraduate Courses: Reading/Language Arts; Foundations; Educational Psychology; Exceptional Children; Learning Disabilities; Counselling, Media and Library Education; Educational Technology, Science Education (Physical, Earth Space, and Curriculum & Instruction); Mathematics Education; Social Studies Education. Preference will be given to candidates who have employment in Canada at time of application. Women are particularly encouraged to apply. Send application letter and curriculum vitae, by April 1, 1991, to: Dr. B.A. Timmons, Associate Dean, Faculty of Education, University of Victoria, P.O. Box 1870, Victoria, B.C. V8W 2Y2.

UNIVERSITY OF MANITOBA: The Faculty of Education at the University of Manitoba invites applications for a tenure-track position at the Assistant Professor rank in the area of Elementary School Science Education in the Department of Curriculum, Mathematics and Natural Sciences. The appointment takes effect July 1, 1991, subject to final budget approval. Qualifications: Doctorate in Science Education and successful school teaching experience at the elementary level. University teaching experience, a record of scholarship and knowledge of computer applications in Science Education are desirable assets. Responsibilities include teaching elementary school science curriculum and instruction, undergraduate and graduate courses in Science Education, supervision of prac-

tice, advising graduate students, developing a research program that leads to publications in scholarly and professional journals, and appropriate service activities. Salary is commensurate with qualifications and experience. Applications for this position will be accepted until April 30, 1991. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal people, and persons with disabilities. The University provides a smoke-free work environment. Priority consideration will be given to Canadian citizens and permanent residents. Applicants are requested to send their complete curriculum vitae and the names and addresses of three references to: Dr. Romulo Magano, Head, Educational Administration and Foundations, Faculty of Education, University of Manitoba, Winnipeg, Manitoba R3T 2N2. Applications will be accepted until March 31, 1991. Employment date is July 1, 1991.

THE UNIVERSITY OF MANITOBA: Faculty of Education invites applications for a tenure-track position at the Assistant Professor rank in the area of Elementary School Science Education in the Department of Curriculum, Mathematics and Natural Sciences. The appointment takes effect July 1, 1991, subject to final budget approval. Qualifications: Doctorate in Science Education and successful school teaching experience at the elementary level. University teaching experience, a record of scholarship and knowledge of computer applications in Science Education are desirable assets. Responsibilities include teaching elementary school science curriculum and instruction, undergraduate and graduate courses in Science Education, supervision of prac-

tice, advising graduate students, developing a research program that leads to publications in scholarly and professional journals, and appropriate service activities. Salary is commensurate with qualifications and experience. Applications for this position will be accepted until April 30, 1991. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal people, and persons with disabilities. The University provides a smoke-free work environment. Priority consideration will be given to Canadian citizens and permanent residents. Applicants are requested to send their complete curriculum vitae and the names and addresses of three references to: Dr. O. Harvey, Head, Department of Curriculum, Mathematics and Natural Sciences, Faculty of Education, University of Manitoba, Winnipeg, Manitoba R3T 2N2.

THE UNIVERSITY OF ALBERTA: The Department of Elementary Education is seeking an instructor for a Summer Music Workshop course July 2-12, 1991 to teach Off-Schoolwork - Level III. Qualifications should include: 1. extensive understanding of the psychological, philosophical and pedagogical significance of the ideas of Carl Orff; 2. experience in active and creative music teaching based on the principles of Carl Orff; 3. composition using the Orff instruments; 4. experience teaching elementary school age children and elementary school age students. Salary is \$2400. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Closing date for accepting applications is July 1, 1991. Applications, accompanied by a curriculum vitae and relevant scholarly papers should be sent to: Dr. Robert K. Jackson, Chairman, Department of Elementary Education, 551 Education South, University of Alberta, Edmonton, Alberta T6G 2G5.

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Edmonton, Alberta, T6G 2G5: The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women. **THE UNIVERSITY OF ALBERTA: The Department of Elementary Education** is seeking an instructor for a Summer Music Workshop course July 2-12, 1991 to teach Off-Schoolwork - Level III. Qualifications should include: 1. extensive understanding of the psychological, philosophical and pedagogical significance of the ideas of Carl Orff; 2. experience in active and creative music teaching based on the principles of Carl Orff; 3. composition using the Orff instruments; 4. experience teaching elementary school age children and elementary school age students. Salary is \$2400. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Closing date for accepting applications is July 1, 1991. Applications, accompanied by a curriculum vitae and relevant scholarly papers should be sent to: Dr. Robert K. Jackson, Chairman, Department of Elementary Education, 551 Education South, University of Alberta, Edmonton, Alberta T6G 2G5.

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interested in persons in the following areas: 1. Educational Administration, 2. Educational Psychology, 3. History of Education, 4. Learning Resources, 5. Mathematics Education, 6. Music Education, 7. Philosophy of Education, 8. Special Education. Positions may be filled at any rank. Normal qualifications for the rank of Assistant Professor include an earned doctorate in the relevant discipline. Application at more senior ranks normally require a record of distinguished academic position, and a demonstrated record of scholarly productivity. Applications will be accepted until the positions are filled. Memorial University is committed to affirmative action to improve the employment status of women, native people, and disabled people. Applications are invited from all qualified individuals. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications should be submitted to: Dr. Robert K. Jackson, Chairman, Faculty of Education, Memorial University of Newfoundland, St. John's, Newfoundland, Canada A1B 3X8.

ENGINEERING
UNIVERSITY OF NEW BRUNSWICK, SAINT JOHN CAMPUS, Electrical Engineering Position. Applications are invited from individuals with a B.Sc. degree in Electrical Engineering in the Division of Mathematics, Engineering and Applied Sciences. Closing date for applications is April 1, 1991. April 30, 1992. Candidates should have a minimum of one year of experience. Previous university teaching experience would be a definite asset. Positions include teaching two undergraduate courses each term. Salary commensurate with qualifications and experience. Applications should be sent to: Dr. P. McGowan, Dean, Faculty of Education, Memorial University of Newfoundland, St. John's, Newfoundland, Canada A1B 3X8.

McGILL UNIVERSITY: The Department of Electrical Engineering of McGill University is seeking candidates to fill a tenure-track faculty position in the number of fixed term appointments. Applications are invited from individuals who have completed a Ph.D. in the field of electrical engineering and who have experience in the areas described below. The candidate for this position will have outstanding research potential and demonstrated achievements in the field of numerical electromagnetics. Individuals with expertise in wave propagation in materials and structures are encouraged to apply. The Department has a well established research group in CAD for integrated circuits, systems and control, and digital signal processing. Candidates must have an earned Ph.D. degree or equivalent experience. Graduate from an accredited engineering school is desirable. Please send resume and references to: Professor Nicholas C. Rumin, Chairman, Department of Electrical Engineering, 3480 Avenue du Parc, McGill University St. Montreal, Que. Canada, H3A 2A7. In accordance with Canadian immigration requirements, this advertisement is directed to the first instance to Canadian citizens and permanent residents of Canada. Applications from others are welcome, however, consideration of such candidates must be deferred until a

Concordia University is seeking a

Director of Libraries

to take office on 1 June 1991 or shortly thereafter. The appointment is for a five-year term, renewable.

A dynamic urban Montréal institution, the University offers innovative full- and part-time programmes to some 23,000 undergraduate and 3,000 graduate students through four Faculties: Arts and Science; Commerce and Administration; Engineering and Computer Science; and Fine Arts.

By the summer of 1992, the University will have completed the construction of its new library facilities, comprising 190,000 square feet. It has also embarked on the development of a comprehensive library information system which will be installed within two to three years.

Reporting directly to the Vice-Rector, Services, the Director of Libraries plays an important role in promoting the academic life of the University. Immediate challenges include the development of a strategic plan which will focus on the provision of effective service to students and faculty in keeping with the University's academic goals and objectives, and the procurement of funds required to develop and maintain monograph and serial collections.

The Director of Libraries manages a full-time staff of over 170 individuals and a budget in excess of \$8.5 million a year.

A successful track record in managing a sizable and complex organization in an academic environment, strong leadership and interpersonal skills, intimate knowledge of the functioning of libraries and a working knowledge of French, are essential requirements for the position, as is a degree from an ALA accredited programme, or an advanced degree in another discipline.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Confidentiality of applications and nominations is assured.

Concordia University actively supports employment equity

Applications and nominations, with biographical information, should be sent by 31 March 1991, to:

Dr. J.C. Giguère, Ph.D. ing
Vice-Rector, Services
Concordia University
1455 de Maisonneuve Blvd. West
Montréal, Québec
H3G 1M8



Concordia
UNIVERSITY



The University of Manitoba
Continuing Education Division

ADULT AND CONTINUING EDUCATION

Subject to budget approval, the Continuing Education Division, The University of Manitoba, invites applications for a faculty position at the Instructor I level. This is a two-year term position with the possibility of renewal and it may be filled on a full-time or a part-time basis. Responsibilities will include the development and implementation of information systems management programs as well as microcomputer seminars and short courses for business applications, working with faculty from other academic units, and working with related business, community and educational groups. Responsibilities also may include participation in research projects involving data collection and analysis.

Applicants should have a minimum of a master's degree in adult/continuing education, or a content area related to the program responsibilities of the position, and experience in developing educational programs for business audiences. A thorough understanding of microcomputer applications for business is desired along with demonstrated marketing and organizational skills. Creativity, initiative, and strong interpersonal skills are important.

Salary will be commensurate with qualifications and experience. The appointment will begin April 15, 1991 or earlier as arranged. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal people, and persons with disabilities. The University provides a smoke-free work environment. This advertisement is directed to Canadian citizens and permanent residents.

Application deadline is March 31, 1991. Interested candidates should submit applications with a curriculum vitae and arrange for three letters of reference to be sent to: MARY NOVAK, H.D. ASSOCIATE DEAN (ACADEMIC), CONTINUING EDUCATION DIVISION, UNIVERSITY OF MANITOBA, WINNIPEG, MANITOBA, R3T 2N2.

Canadian search has been completed. **UNIVERSITY OF AUCKLAND, NEW ZEALAND.** The Department of Engineering (Vacancy JAC-11). The position which is a full-time position available on 1 February 1992. The Dean will be responsible for carrying out all administrative duties pertaining to teaching a large Engineering School of seven departments with 90 academic staff, 60 general staff, and 1100 students. Duties will include organisation of teaching, admissions, appointments, allocation of funds, proposals for building research, and encouraging research. Applicants must have gained distinction in academic life, in research or practice as an engineer and, at the same time, have demonstrated potential for administration and leadership within the University. Commencing salary will be established within the range \$NZD 638 - \$89 840 per annum. Conditions of Appointment and Method of Appointment are available from the Assistant Registrar, University of Auckland, Private Bag, Auckland, to whom applications should be forwarded as by 15 April 1991. Please quote Vacancy Number TAC 11 in all correspondence. The University of Auckland - An Equal Employment Opportunity Employer.

TECHNICAL UNIVERSITY OF NOVA SCOTIA, Electrical Engineering Department. Applications are invited for two unique and exciting positions (junior faculty level). The appointees will be required to teach and supervise the academic year in the Electrical Engineering Department and will devote the remainder of their time to research with the newly established NSEHC/Buchill Industrial Research Institute in High Speed Electronics Technology, Northville, Ontario, Maritime Tel and the Applied Microelectronics Institute, along with the Nova Scotia Governments, the Technical University of Nova Scotia, the Natural Sciences and Engineering Research Council of Canada (NSERC) have created the Applied Program in High Speed Electronics research which will focus on identifying and overcoming technical bottlenecks in communication networks to enable maximum utilization of system capacity. This research effort will be pursued under the direction of the Industrial Advisory Committee made up of representatives of the sponsors and other appropriate groups. The Buchill Program will be physically located in newly refurbished premises in a few blocks from the main campus, enjoys strong support from the University and the sponsors in pursuit of the research goals. The successful applicants will be appointed to tenure-track positions in the Department of Electrical Engineering, and will spend the majority of their time on research in research with the Buchill Program. Applicants, with curriculum vitae and names of three referees, should be forwarded to: Dr. C. Robert Baird, Head, Department of Electrical Engineering, Technical University of Nova Scotia, P.O. Box 1000, Halifax, Nova Scotia B3K 2Y4. In accordance with requirements this advertisement is directed to Canadian citizens and permanent residents of Canada. Send resume and three letters of reference to: Dr. K.T. Chuang,

Chemical Engineering, University of Alberta, Edmonton, Alberta T6G 2G6 by March 31, 1991. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, members of visible minorities and women. **Department of Mechanical Engineering at Lakehead University** invites applications for a full-time position at the Assistant Professor level. Applications should be submitted to the Department of Engineering, but preference will be given to persons specializing in Solid Mechanics and/or more of the following areas: vibrations and dynamics, machine design, computational mechanics and stress analysis. The successful candidate should hold a Ph.D. in Mechanical Engineering and be able to teach effectively at the undergraduate level and be committed to the development of a significant research program. Research subject to final budgetary approval. Applicants should submit a curriculum vitae and the names and addresses of three referees to: Dr. J.G. Lockie, Director, School of Engineering, Lakehead University, 555 Oliver Road, Thunder Bay, Ontario, P7B 5E1. In accordance with Canadian immigration requirements, the University will be giving preference to Canadian citizens and permanent residents of Canada. Lakehead University is committed to the principle of equity and encourages applications from women, members of visible minorities, aboriginal persons, and persons with disabilities.

UNIVERSITY OF MANITOBA. Applications are invited for a full-time position at the rank of Assistant or Associate Professor in the Materials Engineering Group of the Department of Mechanical Engineering at the University of Manitoba. The Department has a well equipped engineering materials laboratory. The successful candidate will hold a Ph.D. degree and will be involved in teaching, postgraduate teaching and research in the area of advanced engineering materials including composites and plastics. Applicants should be eligible for appointment as a full-time position in the Association of Professional Engineers of Manitoba. Salary will be commensurate with experience and qualifications. The University of Manitoba encourages applications from women, aboriginal persons, members of visible minorities, and persons with disabilities. The University policy on affirmative action is to provide a work environment. Priority will be given to Canadian citizens and permanent residents. Applications should be submitted by April 1st, 1991, or thereafter until the position is filled. Interested candidates should send a curriculum vitae and a statement of Canadian citizenship status, a brief description of research interests and the names and telephone numbers of three referees to: Dr. Douglas H. P. King, Department of Mechanical Engineering, University of Manitoba, Winnipeg, Manitoba, Canada, R3T 5V6.

ACADIA UNIVERSITY, School of Engineering. Applications are invited for a full-time position as an Assistant Professor in the School of Engineering to begin August, 1991. The successful candidate will be expected to teach first and second year undergraduate engineering courses, including design courses. The appointee should have had an engineering education to the master's level, with some professional experience and/or a Ph.D. degree. Persons who are nearing completion of their Ph.D. degree will also be considered.

Applicants should send a curriculum vitae and a statement of Canadian citizenship status to: Prof. D.A. Seamon, Chair, Selection Committee, School of Engineering, Acadia University, Wolfville, Nova Scotia, B0P 1X0. Acadia University is an Equal Opportunity Employer. The position number 2004P will be quoted in all correspondence. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF ALBERTA, Department of Chemical Engineering. Applications are invited for a full-time faculty position at the Assistant Professor level. The position will be available January 1, 1992 with an annual salary in the range \$36,910-\$53,741 depending on experience. Candidates must either hold a Ph.D. in Chemical Engineering, or be expected to receive one in the near future. Preferred candidates will have a background in both experimental and computational fluid mechanics, with an interest in applying fluid mechanics to biotechnology and polymer processing. Experience with Laser-Doppler Anemometry would also be an asset. The successful candidate will be expected to teach and conduct research in the area of fluid mechanics and assist with the teaching of undergraduate and graduate engineering courses. A resume, the names of three referees, and a statement of Canadian citizenship status should be submitted to: Dr. M.R. Gray, Chairman, Department of Chemical Engineering, University of Alberta, Edmonton, Alberta, T6G 2G6. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University encourages applications from women, members of visible minorities, aboriginal persons, and persons with disabilities.

UNIVERSITY OF WATERLOO, Civil Engineering. Applications are invited for a full-time position as an Assistant or Associate Professor in the areas of Construction Engineering, Engineering Materials, and Mechanics and Structural Design. Entry will be commensurate with experience and qualifications. The University of Waterloo encourages applications from women, aboriginal persons, members of visible minorities, and persons with disabilities. The University policy on affirmative action is to provide a work environment. Priority will be given to Canadian citizens and permanent residents. Applications should be submitted by April 1st, 1991, or thereafter until the position is filled. Interested candidates should send a curriculum vitae and a statement of Canadian citizenship status, a brief description of research interests and the names and telephone numbers of three referees to: Dr. Douglas H. P. King, Department of Mechanical Engineering, University of Manitoba, Winnipeg, Manitoba, Canada, R3T 5V6.

are invited in all branches of electrical engineering but preference will be given to persons specializing in power systems/high voltage insulation and microwave integrated circuits. The department also invites applications for definite-term appointments in information technology with preference given to persons specializing in computer networks and communications, and microelectronics. The latter positions are being funded under the auspices of the Information Technology Research Centre (ITRC). The level of appointments and salary will be commensurate with the qualifications of the candidate. The candidate must have a doctoral degree and a strong commitment to research and teaching. It is the intention of the University of Waterloo to fill its vacancies with recent Ph.D. graduates appointed as Assistant Professors with excellent possible. Candidates should send their resume to: Dr. Victor H. Gortman, Chairman, Faculty Search Committee, Department of Electrical and Computer Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from women and men, members of visible minorities, native peoples, and persons with disabilities.

ENGINEERING & COMPUTER SCIENCE CONCORDIA UNIVERSITY, Centre for Pattern Recognition and Machine Intelligence (CENPARMI). CENPARMI is a new centre established in the Faculty of Engineering and Computer Science at Concordia University to foster close collaborations among active researchers in Pattern Recognition, Machine Intelligence and the industrial sector in the areas of Construction Engineering, Engineering Materials, and Mechanics and Structural Design. Entry will be commensurate with experience and qualifications. The University of Waterloo encourages applications from women, aboriginal persons, members of visible minorities, and persons with disabilities. The University policy on affirmative action is to provide a work environment. Priority will be given to Canadian citizens and permanent residents. Applications should be submitted by April 1st, 1991, or thereafter until the position is filled. Interested candidates should send a curriculum vitae and a statement of Canadian citizenship status, a brief description of research interests and the names and telephone numbers of three referees to: Dr. Douglas H. P. King, Department of Mechanical Engineering, University of Manitoba, Winnipeg, Manitoba, Canada, R3T 5V6.

UNIVERSITY OF WATERLOO, Civil Engineering. Applications are invited for a full-time position as an Assistant or Associate Professor in the areas of Construction Engineering, Engineering Materials, and Mechanics and Structural Design. Entry will be commensurate with experience and qualifications. The University of Waterloo encourages applications from women, aboriginal persons, members of visible minorities, and persons with disabilities. The University policy on affirmative action is to provide a work environment. Priority will be given to Canadian citizens and permanent residents. Applications should be submitted by April 1st, 1991, or thereafter until the position is filled. Interested candidates should send a curriculum vitae and a statement of Canadian citizenship status, a brief description of research interests and the names and telephone numbers of three referees to: Dr. Douglas H. P. King, Department of Mechanical Engineering, University of Manitoba, Winnipeg, Manitoba, Canada, R3T 5V6.

publications, and the names of three or more referees as soon as possible and before April 30, 1991 to Dr. C.Y. Sun, Director, Centre for Pattern Recognition and Machine Intelligence, Concordia University, 1455 de Maisonneuve Boulevard West, Montreal, Quebec H3G 1M6, Canada. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. However, foreign applicants are also encouraged to apply.

ENGLISH UNIVERSITY OF NEW BRUNSWICK, SAINT JOHN CAMPUS. The Division of Humanities and Languages invites applications for a full-time appointment in English at the rank of Lecturer or Assistant Professor (both for 1991-92) with a possibility of renewal. Candidates will be expected to teach Canadian literature and introductory level survey courses. Applications, with curriculum vitae and names and addresses of three referees, should be sent to: Dr. Peter McGahan, Dean of Faculty, University of New Brunswick, P.O. Box 5050, Saint John, N.B. E2L 4L5. Applications will be accepted until the position is filled. In accordance with Canadian immigration regulations, preference will be given to Canadian citizens and permanent residents of Canada. The University of New Brunswick is committed to the principle of equity in employment.

UNIVERSITY OF TORONTO, The Department of English invites applications to one or more contractually limited, two-year appointments to the position of Assistant Professor, budget permitting. Part-time appointments may also be made. Effective July 1, 1991. Applications should be submitted to the Department of English, 7 King's College Circle, University of Toronto, Toronto, Ontario M5S 1A1. Have 2-3 letters of reference sent directly to Professor Van Fossen. Applications arriving after May 31, 1991, will not be considered. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Toronto encourages applications from women and men, members of visible minorities, and persons with disabilities.

L'Université de Moncton recherche des professeurs et des professeurs pour enseigner dans les domaines suivants :

(Ces postes seront comblés sous réserve d'approbation budgétaire.)

Gestion des opérations et de méthodes quantitatives
(2 postes temporaires d'un an)
(1 poste temporaire d'un an)

Comptabilité
(1 poste régulier; 1 poste temporaire d'un an)

Finance
(1 poste régulier; 1 poste temporaire d'un an)

Informatique de gestion
(1 poste temporaire d'un an)

Génie mécanique
(1 poste régulier)

Génie civil
(1 poste régulier; 3 postes temporaires d'un an)

Interprétation en art dramatique
(1 poste temporaire d'un an)

Philosophie
(1 poste régulier; 1 poste temporaire d'un an)

Traduction
(1 poste régulier)

Chant
(1 poste régulier)

Psychologie clinique
(1 poste régulier)

Date d'entrée en fonction : le 1^{er} juillet 1991

Un Ph.D. ou l'équivalent est exigé. Les candidatures des personnes présentant en rédaction de thèse et de celles possédant une maîtrise avec expérience pratique dans le domaine approprié seront également considérées.

Les candidatures et candidats doivent envoyer leur curriculum vitae accompagné d'une lettre de recommandation de trois répondants, au plus tard le 31 mars, à M. Guy Savoie, directeur, affaires professionnelles, Université de Moncton, Moncton (Nouveau-Brunswick) E1A 3E9.

Pour plus d'information au sujet des postes, communiquez avec M. Guy Savoie, à l'adresse ci-dessus, au (506) 858-4276 ou par télécopieur : (506) 858-4379 ou (506) 858-4585.

from qualified women or men, members of visible minorities, aboriginal persons and persons with disabilities. **BROCK UNIVERSITY, The Department of English.** Applications are invited for the following positions: 1. A one year leave replacement position, beginning on July 1st 1991. The appointment will be at the rank of Assistant Professor. Candidates should hold the Ph.D. Duties include teaching a section of our introductory historical survey course and senior courses in History of the language and Middle English or Anglo-Saxon. 2. A ten-month leave replacement position, beginning on August 1st 1991 and ending on May 30th 1992. The appointment will be at the rank of Lecturer. Ph.D. preferred. Duties include teaching two sections of our introductory historical survey course and a senior course in Anglo-Saxon literature to World War I. Applicants should send a complete dossier and arrange to have three letters of reference forwarded to: Angus Somerville, Chair, Department of English Language and Literature, Brock University, St. Catharines, Ontario, L2S 3A1. The closing date for applications is April 30th 1991. Brock University is committed to a positive action policy aimed at reducing gender imbalances in faculty, qualified women candidates are especially encouraged to apply. In accordance with Canadian immigration requirements, the advertisement is directed first to Canadian citizens and permanent residents. Smoking at Brock University is strictly prohibited.

WILFRID LAURIER UNIVERSITY, English. Applications are invited for a two-year limited term position (with possible renewal subject to budgetary approval) in Literary Theory. The Department is especially interested in applicants with a strong commitment to teaching in a comprehensive undergraduate program, preferably with competence in feminist and/or Marxist criticism. Completed (or nearly completed) M.A. or Ph.D. required; publications and teaching experience preferred. Wilfrid Laurier University welcomes applications from all qualified women and men. Rank and salary are commensurate with qualifications and experience. Appointment effective 1 July 1991. Closing date for applications 1 May 1991. Applications with curriculum vitae and names of three referees should be sent to: Dr. Paul Tessen, Chairperson, Department of English, Wilfrid Laurier University, Waterloo, Ontario, N2L 3G1.

Gestion des opérations et de méthodes quantitatives
(2 postes temporaires d'un an)
(1 poste temporaire d'un an)

Sociologie
(1 poste temporaire d'un an)

Informatique
(2 postes temporaires dont 1 peut devenir régulier)

Mathématiques
(temporaires ou réguliers selon le budget)

Statistique
(temporaires ou réguliers selon le budget)

Nutrition
(2 postes réguliers)

Didactique du français

Didactique des langues secondes

Didactique des sciences

Didactique des arts plastiques

Élaboration et évaluation des activités éducatives

Bibliothécaire
(1 poste régulier au Centre d'études acadiennes)

The University of Waterloo invites applications and nominations for the position of

DEAN OF GRADUATE STUDIES

Candidates are sought for the position of Dean of Graduate Studies. The initial five-year appointment will begin on July 1, 1991, or as soon as possible thereafter. The University of Waterloo has six academic faculties: Applied Health Sciences, Arts, Engineering, Environmental Studies, Mathematics and Science, and Social Sciences. There are also a number of which offer graduate programs leading to Master's and Ph.D. degrees. Full-time graduate enrolment is approximately 1550; part-time 350. Total annual research funding at UW is about \$500 million, including grants and contracts for research work in virtually all areas of research. Research activity has evolved into the development of more than 25 groups, centres and institutes in fields where Waterloo is pre-eminent. UW researchers and graduate students are involved in five Centres of Excellence, established in the Province of Ontario in 1988, and are also significantly involved in the federal Networks of Excellence.

The Dean of Graduate Studies, together with the Faculty Deans and the Dean of Research, is responsible for setting and maintaining a high academic standard of scholarly activity within graduate studies throughout the University. The successful candidate will have a proven record of scholarly activity and administrative experience in order to qualify for a tenured appointment at the full Professor level. Applications and nominations will be treated in confidence and are to be submitted by Friday, April 12, 1991, where possible they should be accompanied by a detailed curriculum vitae and the addresses of three referees in a position to comment on a candidate's academic credentials and administrative experience, and should be directed to:

Emily Barnes
Associate University Secretary
Needles Hall
University of Waterloo
Waterloo, Ontario
N2L 3G1

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages nominations of and applications from qualified women and men, members of visible minorities, native peoples, and persons with disabilities. In view of UW's commitment to increase the number of women in faculty and senior administrative positions, nominations of and applications from women candidates are particularly welcome.



UNIVERSITY OF OTTAWA
DEPARTMENT OF ANATOMY

Applications are invited for a tenure-track position at the rank of ASSISTANT PROFESSOR available July 1, 1991. The successful candidate must have a Ph.D. degree with a minimum of two years of post-doctoral experience or an M.D. degree with equivalent research experience. The applicant must be capable of developing a strong independent research program involving graduate student supervision in the MORPHOLOGICAL SCIENCES. The department is particularly, but not exclusively, interested in applicants who would be able to make use of the department's excellent ultrastructural facilities which include a cryo-electron microscope. Teaching responsibilities involve the teaching of Histology and Embryology to undergraduate and postgraduate students and contributing to the department's graduate courses in the comparative areas of expertise. An application, including curriculum vitae, resume, a brief description of research interests and the names, addresses and FAX numbers of three referees should be sent to arrive before April 5, 1991 to Dr. J.N. FRYER, PROFESSOR AND CHAIRMAN, DEPARTMENT OF ANATOMY, UNIVERSITY OF OTTAWA, 451 SMYTH ROAD, OTTAWA, CANADA K1H 8M5.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Ottawa is committed to a policy of employment equity.

UNIVERSITÉ DE MONCTON

Cette offre d'adresse aux femmes et aux hommes, conformément aux exigences relatives à l'immigration au Canada, ces postes sont offerts aux citoyennes et citoyens canadiens ainsi qu'aux résidentes et résidents permanents.

DETROIT N2L 305 In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada. Wild Lake University has a position for a smoke-free environment.

UNIVERSITY OF SASKATCHEWAN Applications are invited for a twelve month position, at the rank of Instructor, in Canadian Commonwealth Literature. The Ph.D. is essential, teaching experience and publications are desirable. This appointment will commence on 1 July 1991. Applicants should send a curriculum vitae, transcripts, and ask three referees to write directly to Dr. P.T. Milard, Head, Department of English, University of Saskatchewan, Saskatoon, Saskatchewan S7N 0W0. Deadline for applications: 15 April 1991. The University of Saskatchewan is committed to the principles of employment equity in accordance with Canadian immigration regulations; this advertisement is directed to Canadian citizens and permanent residents.

ENGLISH & HUMANITIES **CONCORDIA UNIVERSITY'S** Liberal Arts College invites applications for a limited term appointment from 1 August 1991 to 31 May 1992. The College's core curriculum is based on a Great Books program; in addition to major literary texts in the nineteenth and twentieth centuries, the successful applicant will also teach some religious and philosophical works. Ph.D. and publications are desirable. Concordia University is committed to employment equity in accordance with Canadian immigration requirements; priority will be given to Canadian citizens and permanent residents of Canada. Applications will be accepted until the position is filled. Please address all applications and three letters of recommendation to Professor Harvey Shulman, Principal, Liberal Arts College, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec, H3G 1M8.

EXERCISE SCIENCE **CONCORDIA UNIVERSITY'S** Department of Exercise Science invites applications for a 10-month sabbatical leave replacement from 1 August 1991 to 31 May 1992. The successful candidate will be an Assistant Professor level effective August 1, 1991. Applicants should have a Ph.D. and experience in exercise physiology, sports in the fitness and lifestyle areas. Specific responsibilities will include teaching courses such as exercise physiology, personal and community health problems, health science, basics of human movement and fitness, and related techniques. A letter of application together with a curriculum vitae and three letters of recommendation should be submitted by May 15, 1991, to Dr. W.R. Sellers, Chair, Department of Exercise Science, Concordia University, 7141 Sherbrooke Street West, Montreal, Quebec, H4B 1R6. In accordance with Canadian immigration regulations, this advertisement is directed primarily to Canadian citizens and permanent residents. Concordia University is committed to the principle of employment equity.

FILM & VIDEO **UNIVERSITY OF REGINA**, Department of Film and Video, Applications are invited for a possible leave replacement at the rank of Assistant Professor. The successful candidate will be expected to teach both introductory and advanced classes in Film Studies in a program entitled B.F.A. programme. Desirable qualifications are a Ph.D. or M.F.A. in Film Studies. University teaching experience is also required. Appointment to be made for the academic year, 1991-92. Candidates who have been asked to send letters should be sent by April 1, 1991 to Dr. J. G. Giguère, Dean, Faculty of Fine Arts, University of Regina, Regina, Saskatchewan, S4S 0A2. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Regina is committed to employment equity and welcome applications from all, especially aboriginal people, people with disabilities, visible minorities and women.

FINANCE **CONCORDIA UNIVERSITY**, The Department of Finance at Concordia University is seeking qualified applicants for tenure track and visiting positions at all ranks starting June 1, 1991. All areas of finance will be considered. For appointment as an Assistant Professor, qualifications will be given to candidates who have completed their Ph.D. degrees and indicate strong orientation to academic research. Candidates for higher ranks must provide evidence of excellent teaching and research record. Successful candidates will be responsible for teaching courses at the Undergraduate, M.A. and M.B.A. levels. Teaching in the Executive MBA Program is also encouraged. Salaries are competitive and depend on rank, research record, and experience. Applications are also invited for limited-term positions as lecturers. At least an MBA and relevant work experience is expected. Concordia University is committed to employment equity and encourages applications from qualified females, persons with disabilities, aboriginal peoples, or persons who are, because of their race or colour, in a visible minority in Canada and members of minority groups. In accordance with the Canadian immigration regulations, this advertisement is directed at Canadian citizens and landed immigrants and persons otherwise qualified to work in Canada. Please contact Dr. A. Jalilvand, Chair, Department of Finance, Faculty of Commerce and Administration, Concordia University, 1455 de Maisonneuve Blvd. W., Montreal, Quebec, H3G 1M8 Canada; (514) 344-2790 or 648-7780.

FINE ARTS

MOUNT ALLISON UNIVERSITY, Department of Fine Arts, Applications are invited for a one-year full-time replacement position, subject to budgetary approval, commencing on July 1, 1991. Candidates should have an M.F.A. degree or equivalent, exhibition record, and teaching experience at the post-secondary level. The ability to work in several media and a knowledge of modern and traditional methods and theories are highly desirable. The successful candidate will be responsible for teaching introductory, lithography, relief printing and drawing of sculpture. Duties include undergraduate teaching and creative activity. Mount Allison offers a four-year Bachelor of Fine Arts degree programme. The appointment will be at the rank of Lecturer or Assistant Professor. The 1990-91 salary range for Lecturer is \$28,010 to \$40,310 and for Assistant Professor is \$34,160 to \$48,080.

An application should include a curriculum vitae, the names of three referees, and slides of recent work, and should be sent to: Professors Rebecca Bunn, Head and Chair of the Search Committee, Department of Fine Arts, Mount Allison University, Sackville, New Brunswick E0A 3C0. The closing date for receipt of applications is March 31, 1991. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications are encouraged from minority groups and both genders.

FORESTRY

UNIVERSITÉ LAVAL, Département des sciences forestières, Faculté de foresterie et de géomatique, Professeur, Professeure en Sylviculture Appliquée, Description du poste. Dans le cadre de son programme de développe-

ment, le département des Sciences forestières est à la recherche d'une personne qui consacrerait principalement ses efforts à la sylviculture appliquée des forêts naturelles. La tâche comprend: 1. L'enseignement de tous les cycles de la sylviculture appliquée aux forêts du Québec; et l'encadrement des étudiants; 2. L'étude des écosystèmes forestiers; 3. L'étude de l'Amérique du Nord en vue de forêts naturelles; 4. La conduite de travaux de recherche et la direction d'étudiants de 2e et 3e cycles sur les problèmes associés à la sylviculture de la forêt naturelle; 5. La participation à des comités départementaux, universitaires et multinationaux (avec les secteurs privé et public); 6. Critères de sélection: La personne devra posséder un diplôme de baccalauréat en sciences appliquées; 7. L'enseignement des matières décrites ci-dessus; 8. Posséder un diplôme de doctorat d'une université reconnue; 9. Une sylviculture ou dans un domaine équivalent, posséder des connaissances particulières dans les domaines suivants: l'aménagement de la forêt; l'analyse des écosystèmes; les avantages et possibilités des forêts naturelles; les cycles de la forêt; les dérivés et résineux du nord-est du Canada et des États-Unis; effectuer des recherches dans ces domaines; s'intégrer aux équipes multidisciplinaires et être habilitée à conduire un programme de recherche fondamentale et appliquée avec accent sur la sylviculture des forêts naturelles; elle ou mesure d'obtenir du financement pour la recherche en sylviculture auprès des organismes subventionnaires; pouvoir transmettre ses connaissances en français ou en anglais à la fois dans un cadre d'un baccalauréat, d'une convention collective en vigueur. Date prévue d'entrée en fonction: septembre 1991. L'Université Laval applique un programme d'accès à l'égalité qui consacre la moitié des postes vacants à l'emploi de femmes. Toute personne intéressée devra

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faire parvenir son curriculum vitae au plus tard le 30 avril, à: Michel Dessureault, directeur, Département des Sciences forestières, Université Laval, Québec (Québec) G1K 7P4, Fax: (418) 658-3177.

FRENCH

UNIVERSITY OF NEW BRUNSWICK, SAINT JOHN CAMPUS, The Division of Humanities and Languages at the Saint John campus of the University of New Brunswick invites applications for a sabbatical replacement in French effective for 1991-1992, with the possibility of a second leave replacement for 1992-93. The successful candidate will have a Ph.D. or equivalent and native or near-native fluency in French, teaching experience and publications will be an asset. He/she will be required to teach undergraduate courses in French language, nineteenth-century French literature or both. Applications including curriculum vitae and the names of three academic referees, will be accepted until the position is filled and should be addressed to Dr. Peter McGahan, Dean of Faculty, University of New Brunswick, P.O. Box 5050, Saint John, N.B. E2L 4L5. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of New Brunswick is committed to the principle of employment equity.

THE UNIVERSITY OF BRITISH COLUMBIA, The Department of French invites applications for the following tenure track position: Assistant professor. Doctorate (by September 1991) in the relevant field; demonstrated research and teaching ability. Applicants must have a specialization in seventeenth-century French theatre and demonstrated expertise in the theory of theatre. Candidates must be bilingual with native or near-native fluency in French. Teaching duties will normally include language instruction. Salary will be determined according to qualifications and experience. The effective date of appointment is 1 July 1991. Closing date for applications is 30 March 1991. The position is subject to final budgetary approval. Send applications with a detailed curriculum vitae and the names of at least three referees, to Professor L.L. Borge, Head, Department of French, 757-1873 East Mall, The University of British Columbia, Vancouver, B.C. V6T 1W5. Fax: (604) 225-5811. In accordance with Canadian immigration requirements, this advertisement is directed to citizens and permanent residents of Canada. The University of British Columbia encourages qualified women and minority applicants.

THE UNIVERSITY OF BRITISH COLUMBIA, Le Département de Français de l'Université de Colombie-Britannique sollicite des candidats pour le poste suivant, menant à la permanence: Un poste de professeur adjoint (en français) devant être occupé par un docteur (avant fin septembre 1991) dans le domaine pertinent. Les candidats doivent la preuve de dispositions pédagogiques et d'aptitudes à la recherche évidentes. Les candidats doivent être spécialistes en littérature dramatique du 17e siècle et posséder une compétence certaine en théorie critique du théâtre. Les candidats doivent être bilingues et posséder une excellente maîtrise de la langue française. La charge d'enseignement comprendra normalement des cours de langue. Le salaire sera fonction des qualifications et de l'expérience des candidats(e). Date d'entrée en fonction, 1er juillet 1991. Les dossiers de candidats doivent être déposés jusqu'au 30 mars 1991. L'ouverture de ce poste est soumise à l'approbation budgétaire. Prière d'adresser les candidatures, accompagnées d'un curriculum vitae détaillé et du nom de trois référents au moins, au Professeur L.L. Borge, Directeur, Département de Français, 1873 East Mall, University of British Columbia, Vancouver, B.C. V6T 1W5. Fax: (604) 225-5811. Conformément aux exigences de l'immigration canadienne, cette annonce s'adresse aux citoyens et résidents permanents. L'Université de Colombie-Britannique accueille les demandes de toute personne qualifiée et encourage la candidature des femmes et des minorités.

UNIVERSITY OF NEW BRUNSWICK, SAINT JOHN CAMPUS, The Division of Humanities and Languages invites applications for a full-time appointment in French for 1991-92, subject to budgetary approval, at the rank of Lecturer. The successful candidate will have made significant progress towards a Ph.D. or equivalent and have native or near-native fluency in French, teaching experience in French, teaching experience and publications will be an asset. He/she will be required to teach undergraduate courses in French language and a course in history/society. Applications, with curriculum vitae and names and addresses of three referees, should be sent to Dr. Peter McGahan, Dean of Faculty, University of New Brunswick, P.O. Box 5050, Saint John, N.B. E2L 4L5. Applications will be accepted until the position is filled, in accordance with Canadian immigration regulations; preference will be given to Canadian citizens and permanent residents of Canada. The University of New Brunswick is committed to the principle of employment equity.

UNIVERSITÉ CONCORDIA, Département d'Études Françaises, Poste de suppléant, 22 mois à plein temps. Le Département d'études françaises sollicite des candidatures pour un poste de professeur adjoint à suppléant de littérature et de civilisation françaises, fonctions: Enseignement de cours au niveau du 1er cycle de baccalauréat et de civilisation françaises; Exigences: Ph.D. (ou l'équivalent) (XXIXe siècle, Second Empire à la Belle Époque); Expérience pertinente de l'enseignement; Recherches et publications; Conditions: Contrat à durée déterminée; rémunération et autres conditions selon convention collective, entrée en vigueur du contrat le 1er août

L'Université Concordia est à la recherche d'un directeur ou d'une directrice de la bibliothèque

qui entrera en fonction le 1^{er} juin 1991 ou peu après cette date pour un mandat de cinq ans, renouvelable.

Établissement d'enseignement dynamique situé au cœur de Montréal, l'Université Concordia offre toute une gamme de programmes novateurs à temps complet et à temps partiel à quelque 23 000 étudiants et étudiantes de premier cycle et 3 000 de deuxième et troisième cycles. Elle comprend quatre facultés: Arts et Sciences, Commerce et Administration, Génie et Informatique; Beaux-Arts.

À l'été 1992, l'Université disposera d'une toute nouvelle bibliothèque au centre-ville, d'une superficie de 190 000 pieds carrés. Elle s'emploie à mettre sur pied un système global d'information touchant les bibliothèques, qui sera opérationnel d'ici deux ou trois ans.

Relevant directement du vice-recteur ou de la vice-rectrice aux services, le directeur ou la directrice de la bibliothèque joue un rôle important dans la promotion de la vie intellectuelle de l'Université. Dans l'immédiat, la personne titulaire sera appelée à mettre au point un plan stratégique visant à assurer à la clientèle étudiante et au corps professoral les services qui découlent des buts et objectifs d'enseignement et de recherche que s'est fixés l'Université; par ailleurs, elle s'emploiera à trouver les fonds nécessaires à la mise sur pied et au maintien de collections de monographies et de publications en série.

Le directeur ou la directrice de la bibliothèque dirige un personnel de soutien à temps complet de plus de 170 personnes et administre un budget annuel de plus de 8,5 millions de dollars.

Il est essentiel de savoir gérer avec succès un organisme complexe et d'envergure en milieu d'enseignement (avec références à l'appui), de posséder de solides qualités de leadership et d'excellentes compétences en communications et en relations interpersonnelles, d'avoir une connaissance du fonctionnement d'une bibliothèque et de posséder une connaissance d'usage de la langue française. Les personnes candidates doivent être titulaires d'un diplôme de l'American Library Association (ALA) ou d'un diplôme d'études supérieures dans une autre discipline.

Conformément aux exigences de l'immigration canadienne, cette annonce s'adresse aux citoyens et citoyennes canadiens ainsi qu'aux résidents et résidentes permanents. Les candidatures et mises en candidature seront traitées dans la plus stricte confidentialité.

L'Université Concordia souscrit activement au principe de l'équité en matière d'emploi

Prière d'envoyer les candidatures et les mises en candidature accompagnées des renseignements biographiques au plus tard le 31 mars 1991 à:

M. J.C. Giguère, Ph.D. ing.
Vice-recteur aux services
Université Concordia
1455, boul. de Maisonneuve ouest
Montréal (Québec)
H3G 1M8



UNIVERSITÉ
Concordia

CAUT BULLETIN ACPU

1991. Date de clôture des candidatures le 30 avril 1991. Prière d'envoyer son curriculum vitae et les lettres de recommandation à Mme Catherine Gagnier, Directrice, Département d'études françaises, Université Concordia, 1455, boulevard de Maisonneuve Ouest, Montréal (Québec) H3G 1M6. Conformément aux règlements canadiens d'immigration, la priorité sera accordée aux citoyens canadiens et à ceux résidents permanents du Canada. L'Université Concordia a une politique d'équité en matière d'emploi.

GEOLOGY

CONCORDIA UNIVERSITY. Department of Geology. Applications are invited for a tenure track appointment at the rank of Assistant Professor (current floor \$33,980). Currently the Department offers seven B.Sc. programmes leading to Honours in Geology, Specialization in Geology, Geology-Chemistry, Geology-Physics, Geology-Biology, Geology-Analytical and Geochemistry, and Major in Geology. The Department has 50 faculty members and about 60 undergraduate students. Candidate must have a Ph.D. in Geology with a research experience in research in one or more of the fields of Engineering Geology, Environmental Geology, Hydrogeology, Petrology, or Structural Geology. The successful candidate should have a minimum of three years of teaching and research experience and will be expected to develop a vigorous research and teaching programme in one or more of the above fields. Teaching duties will comprise undergraduate instruction at the First Year level including Structural Geology, and more advanced course in one of the other areas of specialization. Concordia University is committed to employment equity. The appointment will be made effective August 1, 1991. Applications including curriculum vitae and names of three referees should be sent before March 31, 1991 to Dr. J. Gagnier, Chair, Department of Geology, Concordia University (Yola Campus), 7141 Sherbrooke Street West, Montreal, Quebec, H4B 1R6. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Please apply.

UNIVERSITY OF TORONTO. Environmental Geology. The Physical Sciences Division, University of Toronto, seeks to make a contractually limited term appointment at the rank of Assistant Professor in the field of Environmental Geology commencing July 1991. The initial appointment will be for three years, with the possibility of renewal for a further two years. Areas of specialization are open but we are particularly interested in applied areas of study pertinent to hydrogeology and hydrogeochronology, Quaternary and sedimentary geology and geophysical exploration of the shallow (<100 m) subsurface. Industrial applications would be a plus. Successful applicants must possess a Ph.D. in Geology or a related field and a strong commitment to research and teaching. Candidates should send a resume, examples of research output and outline of current and proposed research along with the names and addresses of three referees to Professor S. J. Parr, Chair, Physical Sciences Division, University of Toronto, Scarborough Campus, Ontario, Canada M1C 1A4. FAX (416) 287-7013. This advertisement is addressed to citizens and permanent residents of Canada. Women are strongly encouraged to apply. Closing date for applications is April 30, 1991.

GERMAN

BROCK UNIVERSITY. Germanic & Slavic Studies. Subject to budgetary approval, the Department of Germanic & Slavic Studies of Brock University invites applications for a tenure track appointment in German at the Assistant Professor level. Candidates must hold a Ph.D. and demonstrate native level fluency in oral and written German. An excellent command of English is absolutely essential. Proven competence at all levels of undergraduate work, especially in the teaching of language courses, is of the utmost importance. Of particular interest are candidates who have devoted a substantial amount of time to computer-assisted language learning and to computer-assisted applications in the Humanities. They must be prepared to

develop computer-based courses, primarily at the beginning and intermediate language levels. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Brock University offers equal opportunity to qualified male and female candidates. Applications should be sent to: Dr. J. Gagnier, Chair, Department of Germanic & Slavic Studies, Brock University, 500 Lakeshore Blvd. West, St. Catharines, Ontario L2S 3A1. Smoking at Brock University is strictly controlled.

HISTORY

UNIVERSITY OF PRINCE EDWARD ISLAND. History Department. 1. Assistant Professor, three-year term convertible to tenure stream. Subject to budgetary approval. 2. Ph.D. or equivalent, publications, and teaching experience. 3. European history; possibly methodology and philosophy of history. The ability to teach introductory Canadian history will be an asset. 4. Salary commensurate with experience and position. Salary floor \$38,000. Send application, including c.v. transcript, and three letters of reference to: Dr. Thomas Ship, Chairperson, History Department, University of Prince Edward Island, Charlottetown, P.E.I. C1A 4B6. Effective 1 July 1991. 7 Deadline: April 30, 1991. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Please apply. The University of Prince Edward Island does not have an affirmative action policy. Qualified women candidates are particularly encouraged to apply.

BROCK UNIVERSITY. History Department invites applications for a full-time limited term, one-year sabbatical replacement appointment in nineteenth and twentieth century Russian history. The appointment will be at the assistant professor level. Applicants must hold a Ph.D. and have a minimum of three years of teaching experience. Starting date for the appointment would be July 1, 1991. Candidates should send curriculum vitae and the names of three referees, should be sent to: Dr. J. Gagnier, Chair, Department of History, Brock University, St. Catharines, Ontario, L2S 3A1. Applications will be accepted until April 30, 1991. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Brock University is committed to a positive action policy aimed at reducing gender imbalances in faculty. Qualified women candidates are especially encouraged to apply. Smoking at Brock University is strictly controlled.

CONCORDIA UNIVERSITY. The Department of History invites applications for two tenure-stream appointments to be selected from the following six categories: 1. Modern France 2. North American Native History 3. Modern Canada 4. Modern Latin American/Caribbean History 5. Late Medieval and Early Modern Europe 6. Modern Europe. The appointment will begin 1 August 1991. Successful candidates will be expected to teach and supervise graduate students and three letters of reference should be sent to: M. G. Deane, Chair, Department of History, Concordia University, 1455 de Maisonneuve West, Montreal, Quebec H3G 1M6. Closing date is March 31, 1991. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Concordia University is committed to employment equity. Women are particularly encouraged to apply.

McGILL UNIVERSITY. Applications are invited for a nine-month (September-May) replacement appointment in Canadian social history (with interests in women's and labour history). Application, c.v. and three confidential letters of reference to be sent to: Professor Carman Miller, Chairman, Department of History, McGill University, 855 Sherbrooke Street West, Montreal, Quebec, H3A 2T7. Fax Number: 514-398-3954. In accordance with Canadian immigration requirements, this notice is directed to Canadian citizens and permanent residents. Confronted, unfiled.

HISTORY & WOMEN'S STUDIES

UNIVERSITY OF ALBERTA. The Department of History and the Women's Studies Program, University of Alberta, invite applications for a tenure-stream appointment at the assistant professor level in the history of Women's Studies. The successful candidate should have a demonstrated competence to teach and conduct research in fields of her or his own choice. The appointment will be half in History and half in Women's Studies. In addition to teaching courses in the area of specialization, applicants should also be prepared to teach or contribute to general courses in Women's Studies, and/or teach or contribute to an introductory course in world history. A Ph.D. is required. Publications and teaching experience are desirable. The appointment will commence on 1 July 1991, conditional on funds being made available. The current salary floor is \$36,310. A letter of application, a curriculum vitae, and university transcripts are required. In addition, three referees should be asked to send confidential letters of appraisal after to: Dr. J. Hall, Chair, Department of History, University of Alberta, Edmonton, Alberta T6G 2H4. Closing date 1 April 1991. The University of Alberta is committed to the principle of equal employment opportunity. The University encourages application from women and minorities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

HUMANITIES

BROCK UNIVERSITY. Faculty of Humanities. Applications are invited for eight and ten month seasonal positions in Applied Language Studies, Canadian Studies, Liberal Studies, Music, and Film Studies. Candidates should have a Ph.D. and degree with the Ph.D. being desirable. The salary will range between \$21,000.00 to \$24,000.00. Starting date will be either August 1 or September 1, 1991. Applications should be sent to: Dr. Cecil A. Abraham, Dean, Faculty of Humanities, Brock University, St. Catharines, Ontario, L2S 3A1. Applications will be accepted until April 30, 1991. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Brock University is committed to a positive action policy aimed at reducing gender imbalances in faculty. Qualified women candidates are especially encouraged to apply. Smoking at Brock University is strictly controlled.

HUMAN JUSTICE

UNIVERSITY OF REGINA. School of Human Justice invites applications for a tenure track position of Assistant Professor. The School stresses a multidisciplinary, interdisciplinary, and educational approach to human justice education. Research relevant to the administration of criminal and legal justice and the pursuit of social justice. If grants are available, a degree in Human Justice (HJ) is also delivered by the Gabriel Dumont College of Native Studies. The School's curriculum stresses 4 orientations — criminal justice, legal justice, social justice and human justice. Courses address issues,

systems, sectors, analyses and field related to justice. Students can do focused study. Learning leads to larger social concerns about gender, aboriginal people, development, environment and peace. A small nucleus of full-time faculty is supported by a larger part-time faculty. Full-time faculty are Associates of Prairie Justice Research (PJR). Research has addressed over-incarceration of Native people, police attitudes, family court, probation, corrections and alternatives, north-south social impact and legal education. The School has administrative and program links to a Social Work programme and is housed in the Faculty of Social Work. The School also delivers a curriculum programme in Corrections Training for Saskatchewan justice and is engaged in community service. The full programme is available at Community Education Centres in Prince Albert and Saskatoon. The candidate should have experience with social legal areas of teaching and research — especially issues of equality, rights and the legal process. He/she must demonstrate capacity to work positively and collaboratively in a small group with shared responsibility. It would be an asset to have experience with the Plains region, with adult and continuing education, and with curriculum development. The candidate must be prepared to travel frequently in and out of the province. Graduate degrees or degrees in related fields will be considered. Directly related professional academic and research experience. Salary: Assistant/Associate Professor, \$21,000-\$24,000. Please send curriculum vitae and three references should be sent to: Dr. Jim Harding, Director, School of Human Justice, University of Regina, Regina, Saskatchewan S4S 0A6. Closing Date March 31, 1991. Appointment begins in July or August 1991. The University of Regina is committed to employment equity. We welcome applications from all, especially aboriginal people, people with disabilities, visible minorities and women. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

ITALIAN

CONCORDIA UNIVERSITY. Invites applications for a ten-month contract in Italian at the rank of Lecturer in the Department of French, Italian and Spanish (effective August 1, 1991). Applicants should have a Master of Arts degree in Italian and Italian literature or not, and a Ph.D. in Italian. Proven competence and experience in teaching various levels of Italian language. Forward a curriculum vitae and two letters of reference to: Professor Alexandre Desrosiers, Chair, Department of French, Italian and Spanish, Brock University, St. Catharines, Ontario L2S 3A1. Deadline for receipt of applications is April 30, 1991. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Brock University is committed to a positive action policy aimed at reducing gender imbalances in faculty. Qualified women candidates are especially encouraged to apply. Smoking at Brock University is strictly controlled.

LEISURE STUDIES

CONCORDIA UNIVERSITY. Faculty of Arts and Sciences, Assistant/Associate Professor, Leisure Studies, Tenure track

position to teach, advise and conduct research in leisure in programme administration. Desirable: teaching courses in one or more of the following areas: Administration, Programme Planning and Development, Community Recreation, Employee Recreation Services, Tourism. Doctorate required, university teaching experience and evidence of scholarship. The successful candidate will be expected to teach and supervise graduate students. This advertisement is directed to citizens and permanent residents of Canada. Applicants should send a curriculum vitae and three letters of reference to: Dr. Randy B. Swenberg, Director, Leisure Studies, Concordia University, 7141 Sherbrooke St. W., Montreal, Quebec H4B 1R6.

LIBRARY & INFORMATION STUDIES

DALHOUSIE UNIVERSITY. School of Library and Information Studies invites applications for a full-time tenure track position of Assistant Professor with experience in as many of the following areas as possible: organizational management, information systems design, information retrieval, interlibrary loan, business information, and records management. The School offers a two-year MSc degree. Located in the Faculty of Management, excellent opportunities exist for interdisciplinary teaching and research. Qualifications preferred: Ph.D. plus successful teaching and/or professional experience. The position is sought through a humanistic approach to library and information studies and be able to work in a small school with full time faculty members and limited enrolment (65 students) with an innovative, integrated curriculum. Starting date is negotiable between September 1991 and January 1992. Applications, accompanied by a curriculum vitae, and names of three referees should be sent to: Dr. Mary Dykstra, Director, School of Library and Information Studies, Dalhousie University, Halifax, Nova Scotia B3H 4J6. Applicants are encouraged from women, visible minorities and the physically challenged. In accordance with immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

LINGUISTICS

THE UNIVERSITY OF BRITISH COLUMBIA. The Linguistics Department at the University of British Columbia invites applications for a tenure track Assistant Professor position beginning July 1, 1991. Candidates should possess a Ph.D. in Linguistics with a primary specialization in current phonological theory, a secondary specialization in a related area (such as morphology or acoustic phonetics) would also be desirable. The position involves teaching of the undergraduate and graduate level and supervision of graduate students. All appli-

MARCH/MARS 1991 - 33

cations received by March 31, 1991 will be given full consideration. The position is subject to final budgetary approval. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. UBC encourages qualified women and minority applicants. Please send curriculum vitae (including a current curriculum vitae) and names of three referees to: Dr. D. Kinade, Acting Head, Department of Linguistics, 4319 - 1866 Main Mall, University of British Columbia, Vancouver, B.C. Canada V6T 1W5. (604) 226-4256. UBCNRN@UBC.BITNET

MANAGEMENT

THE UNIVERSITY OF CALGARY. Faculty of Management invites applications for tenure track positions in Accounting, Finance, Operations Management, Management Information Systems, Marketing, Policy and Environment, Management of Organizations and Human Resources. New Venture Development, Tourism and International Business. Ph.D. or DBA preferred. Rank and salary based on qualifications and experience. The Faculty of Management, an accredited AACSB, provides a stimulating teaching and research environment including classrooms, excellent computer facilities, a management laboratory. The University of Calgary has an Employment Equity Program and encourages applications from all qualified candidates, including women, aboriginal people, visible minorities, and people with disabilities. Applications should be sent to: Associate

JAPANESE STUDIES

The Faculty of Humanities of McMaster University invites applications for a 12-month contractually limited appointment as Lecturer or Assistant Professor in Japanese Area/Civilization. This position is presently renewable to a further two years, subject to budgetary approval. Required: a Ph.D. in Japanese Area/Civilization, research and/or teaching experience, completed Ph.D. in Japanese Area/Civilization, the minimum salary in 1990/91 for Lecturer is \$28,161, for Assistant Professor is \$32,161. Please send curriculum vitae, and letters sent by three academic referees, should be addressed to:

Dr. David Gagan
Dean of Humanities
McMaster University
1280 Main Street West
Hamilton, Ontario L8S 4L9

The appointment, subject to final budgetary approval, will be effective on July 1, 1991. Applications will be accepted until April 15, 1991. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. McMaster offers equal employment opportunities to qualified male and female applicants.

Director General

Dawson College invites applications from men and women for the position of Director General. The Director General is the Chief Administrative Officer of the College and reports to the Board of Governors.

Located in downtown Montreal, Dawson College is the largest of Quebec's colleges of general and vocational education. It offers two-year pre-university programs and three-year professional programs in English to the broadest possible student population. Students, staff and faculty participate actively in the governance of the College.

Dawson College has an enrollment of more than 6,000 full-time day students in its 35 programs, as well as 3,600 continuing education students. It has recently consolidated its operations on two centrally located campuses and continues expansion of its principal location.

The successful candidate will be committed to public education and prepared to provide leadership to the College in the rapidly changing educational context of Quebec.

Qualifications sought include strong leadership and communications skills, demonstrated administrative ability in an educational milieu, an advanced university degree and competence in both English and French.

Salary and benefits will be in accordance with the Quebec government scale for Class III colleges, with the salary range for this position being \$71,061 to \$94,516.

Applications will be treated with complete confidence and should be submitted, together with a full resume, no later than April 5, 1991 to:

DAWSON COLLEGE

Chairman
Director General Search Committee
Dawson College
3040 Sherbrooke Street West
Montreal, Quebec H3Z 1A4



Mount Saint Vincent University

Invites Nominations and Applications for appointment to

THE NANCY ROWELL JACKMAN CHAIR IN WOMEN'S STUDIES

The Chair is designed to bring to the University visiting scholars in Women's Studies or persons in public life who have contributed to the advancement of women, for a term ranging from one to two years, renewable, beginning July 1, 1992 (negotiable). The holder of the Chair should be a distinguished scholar of generalist of stature. Duties associated on and off campus, the teaching of one course in women's studies and conducting stimulating research.

Nominations and/or applications, the latter accompanied by a curriculum vitae and the names and addresses of three referees, should be sent prior to May 15, 1991 to:

Dr. Sheva Medjuck
Nancy Rowell Jackman Chair
in Women's Studies
Mount Saint Vincent University
Halifax, Nova Scotia
B3M 2J6

CANADIAN-SOVIET EXCHANGE

The Canadian Institute for International Peace and Security exchange programme with the Institute of the USA and Canada of the Soviet Academy of Sciences. Senior Canadian scholars interested in Soviet research or policy-making in areas of the Institute's mandate — arms control, disarmament, defence, conflict resolution, and related questions — are invited to submit proposals for research visits of up to one month. Knowledge of the Russian language will be regarded as an asset.

The deadline for submissions is 30 March 1991. Announcement of the successful candidacies will be made in April, 1991. Additional information on the materials to include in an application may be obtained from:

The Research Division
Canadian Institute for International Peace and Security
360 Albert Street
Suite 900
Ottawa, Ontario
K1R 7X7
Tel: (613) 990-1593
Fax: (613) 563-0894

MOLECULAR BIOLOGY

UNIVERSITY OF CALGARY: Medical Biologist: The University of Calgary Respiratory Research Group and the Department of Medical Physiology are seeking applications for a neurophysiology work. Qualifications include a PhD and two years of postdoctoral training, proven expertise in the area of fundamental aspects of neurophysiology with application to respiratory motor control of breathing and respiratory physiology and a strong record of publication. The selected candidate must complete successfully his or her established research program and application to the Alberta Heritage Foundation for Medical Research and the Medical Research Council of Canada, and will have 75% of time dedicated to research. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary has an employment equity program and encourages applications from all qualified candidates, including women, aboriginal people, visible minorities and people with disabilities. Please submit curriculum vitae, statement of research interests, and names and addresses of three references to: Dr. J. E. Remmers, Chair, Respiratory Research Group, The University of Calgary, 2500 Hospital Drive N.W., Calgary, Alberta T2N 4N1.

MUSIC

BRANDON UNIVERSITY School of Music invites application for a full-time appointment in Elementary Music Education. Duties include teaching and supervising elementary level children and other areas of music education experience. Successful applicant will be expected to oversee continued development of programs in elementary area. Possible graduate teaching and research. Qualifications: Master's or equivalent required. Successful record of elementary level music teaching required. Evidence of scholarly potential desirable. Rank and Salary dependent on qualifications and experience. 1990-91 levels: Asst. Prof. \$20,000-45,600; Lecturer \$6,250-35,250. Closing Date: 30 March 1991. Appointment initially, a term appointment of up to three years. After the initial term this may become a tenure track position. Application: Both women and men are encouraged to apply. Applicants should submit a curriculum vitae and arrange to have three letters of reference sent to: Dr. Lawrence Jones, Dean, School of Music, Brandon University, Brandon, MB, Canada R7S 6A9. All may apply, although in accordance with Canadian immigration requirements, this advertisement is directed initially to Canadian citizens and permanent residents.

UNIVERSITY OF SASKATCHEWAN: The Department of Music has an opening for an Assistant Professor in woodwind instrument performance to teach at the undergraduate and graduate level. Candidates should be at or near the doctorate, or possess equivalent professional experience, and should have teaching ability in one or more of the following areas of music: early music, world music, contemporary music. This is a full-time tenure track position subject to budget confirmation. Applications and three letters of reference should be addressed to: Dr. C. L. House, Head, Department of Music, University of Saskatchewan, Saskatoon, SK S7N 0W0. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Saskatchewan is committed to the principles of employment equity. Closing date for applications: April 1, 1991. Date of appointment: July 1, 1991.

UNIVERSITY OF SASKATCHEWAN: The Department of Music has an opening for an Assistant Professor level for an Assistant Professor in Music and Music Education (Elementary) to teach at the undergraduate and graduate level. Candidates should be at or near the doctorate, have a strong background in research, and should have teaching knowledge of a broad range of the contemporary methodologies in use. Candidates should also have performance ability in one or more of the following areas: piano, voice, accompanying, choral conducting. Teaching experience at both the undergraduate and graduate levels. This is a full-time tenure track position

subject to budget confirmation. Application (curriculum vitae and three letters of reference) should be addressed to: Dr. C. L. House, Head, Department of Music, University of Saskatchewan, Saskatoon, SK S7N 0W0. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

MEMORIAL UNIVERSITY OF NEWFOUNDLAND: Subtitle replacement in the Department of Music. The University of Newfoundland is seeking applications for a full-time tenure track position. The position is to be filled by a Canadian citizen and permanent resident. The University of Newfoundland is seeking applications for a full-time tenure track position. The position is to be filled by a Canadian citizen and permanent resident. The University of Newfoundland is seeking applications for a full-time tenure track position. The position is to be filled by a Canadian citizen and permanent resident.

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THE UNIVERSITY OF COLUMBIA: School of Music, Vacancy in Theory/Composition. Position One, One, or possibly two, full-time tenure track positions (eight-month), in replacement of faculty on leave. 2. Qualifications: Ph.D., M.A., or equivalent training and professional achievement. Degree candidates in the final stages may be considered. Strong indications are required of likely effectiveness in a wide range of undergraduate theory and skills courses. The position is to be filled by a Canadian citizen and permanent resident. The University of Columbia is committed to the principles of employment equity. Closing date for applications: April 1, 1991. Date of appointment: July 1, 1991.

1991 Note: The University of British Columbia encourages qualified individuals to apply for positions at the rank of Assistant Professor. 2. Extensive professional experience in an academic setting, including jazz music, and an outstanding teaching record. 3. A Masters degree or the equivalent in a relevant field, including composition, and theory. Writing log, and/or directing jazz ensembles may be required. 4. Current assistant professor salary scale \$38,740. 5. Send a curriculum vitae and arrange to have three letters of reference sent to: Prof. Donald Steven, Chairman, Department of Performance, Faculty of Music, McGill University, 555 Sherbrooke St. West, Montreal, PQ H3A 1E3. 6. Effective September 1, 1991. 7. Deadline: April 15, 1991. 8. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

MCILL UNIVERSITY: Two non-tenure track appointments at the rank of Faculty Lecturer, one year contract renewable to three years. 1. Two non-tenure track appointments at the rank of Faculty Lecturer, one year contract renewable to three years. 2. Ph.D. in music theory completed or well underway, proven excellence as a teacher and an important citation in hiring. 3. Teaching of core undergraduate theory and ear-training of one or three levels. 4. Minimum of twelve classroom hours per week plus coordination duties for 1991-92. 5. Current base salary \$30,886. 6. Send curriculum vitae and arrange to have three letters of reference sent to: Prof. Donald Steven, Chairman, Department of Theory, Faculty of Music, McGill University, 555 Sherbrooke St. West, Montreal, PQ H3A 1E3. 6. Effective September 1, 1991. 7. Deadline: April 1, 1991. 8. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

NURSING

UNIVERSITY OF NEW BRUNSWICK: Faculty of Nursing, University of New Brunswick has an opening for a full-time tenure track position. The position is to be filled by a Canadian citizen and permanent resident. The University of New Brunswick is seeking applications for a full-time tenure track position. The position is to be filled by a Canadian citizen and permanent resident. The University of New Brunswick is seeking applications for a full-time tenure track position. The position is to be filled by a Canadian citizen and permanent resident. The University of New Brunswick is seeking applications for a full-time tenure track position. The position is to be filled by a Canadian citizen and permanent resident.

THE UNIVERSITY OF COLUMBIA: School of Music, Vacancy in Theory/Composition. Position One, One, or possibly two, full-time tenure track positions (eight-month), in replacement of faculty on leave. 2. Qualifications: Ph.D., M.A., or equivalent training and professional achievement. Degree candidates in the final stages may be considered. Strong indications are required of likely effectiveness in a wide range of undergraduate theory and skills courses. The position is to be filled by a Canadian citizen and permanent resident. The University of Columbia is committed to the principles of employment equity. Closing date for applications: April 1, 1991. Date of appointment: July 1, 1991.

NUTRITION

ST. FRANCIS XAVIER UNIVERSITY: The Department of Nutrition and Consumer Studies at St. Francis Xavier University is seeking applications for an eight-month term faculty replacement position. The position is to be filled by a Canadian citizen and permanent resident. The University of St. Francis Xavier is seeking applications for a full-time tenure track position. The position is to be filled by a Canadian citizen and permanent resident. The University of St. Francis Xavier is seeking applications for a full-time tenure track position. The position is to be filled by a Canadian citizen and permanent resident.

SIMON FRASER UNIVERSITY

THE SHRUM CHAIR IN SCIENCE

Applications are invited for the Shrum Chair in the Faculty of Science at Simon Fraser University. This endowed chair is named after the late G.M. Shrum, the founding Chancellor of the University. Candidates should be outstanding scholars whose research interests match those represented in the Departments of Biological Sciences, Chemistry, Physics or Mathematics and Materials. The chair is a five-year appointment; the appointee will normally hold a tenured position as Professor in the appropriate Department. The salary will be commensurate with a distinguished chair appointment and the appointment will be effective September 1, 1992.

Applications, together with a curriculum vitae and the names of four referees, should be sent by May 1, 1991 to:

C.H.W. Jones, Dean
Faculty of Science
Simon Fraser University
Burnaby, B.C.
V5A 1S6

This advertisement is directed to those who would be eligible for employment in Canada. Simon Fraser University is committed to the principle of equity in employment and offers equal opportunity to all qualified applicants.

and Consumer Studies, P.O. Box 193, St. Francis Xavier University, Antigonish, Nova Scotia, B2G 1C0.

NUTRITION & METABOLISM

UNIVERSITY OF ALBERTA: The Nutrition and Metabolism Research Group is seeking applications for a full-time tenure track position. The position is to be filled by a Canadian citizen and permanent resident. The University of Alberta is seeking applications for a full-time tenure track position. The position is to be filled by a Canadian citizen and permanent resident. The University of Alberta is seeking applications for a full-time tenure track position. The position is to be filled by a Canadian citizen and permanent resident.

UNIVERSITY OF WATERLOO: Centre for Contact Lens Research is seeking applications for a full-time tenure track position. The position is to be filled by a Canadian citizen and permanent resident. The University of Waterloo is seeking applications for a full-time tenure track position. The position is to be filled by a Canadian citizen and permanent resident. The University of Waterloo is seeking applications for a full-time tenure track position. The position is to be filled by a Canadian citizen and permanent resident.

UNIVERSITY OF WATERLOO: Centre for Contact Lens Research is seeking applications for a full-time tenure track position. The position is to be filled by a Canadian citizen and permanent resident. The University of Waterloo is seeking applications for a full-time tenure track position. The position is to be filled by a Canadian citizen and permanent resident. The University of Waterloo is seeking applications for a full-time tenure track position. The position is to be filled by a Canadian citizen and permanent resident.

PATHOLOGY

THE UNIVERSITY OF ALBERTA: The Department of Pathology is seeking applications for a full-time tenure track position. The position is to be filled by a Canadian citizen and permanent resident. The University of Alberta is seeking applications for a full-time tenure track position. The position is to be filled by a Canadian citizen and permanent resident. The University of Alberta is seeking applications for a full-time tenure track position. The position is to be filled by a Canadian citizen and permanent resident.

PEDIATRICS

QUEEN'S UNIVERSITY: Neonatology Faculty positions in the Department of Pediatrics, Queen's University at the Kingston General Hospital. The University of Queen's is seeking applications for a full-time tenure track position. The position is to be filled by a Canadian citizen and permanent resident. The University of Queen's is seeking applications for a full-time tenure track position. The position is to be filled by a Canadian citizen and permanent resident.

Senior position involves additional leadership administrative roles, plus position requires specific commitment to clinical neonatology. Academic rank and salary will depend on qualifications and experience. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Candidates of both sexes are encouraged to apply. Interested candidates please supply with curriculum vitae, names and addresses of three referees to: B.A. Whelan, M.D. Professor and Chairman, Department of Pediatrics, Queen's University, Kingston, Ontario K7L 3N6.

UNIVERSITY OF SASKATCHEWAN: Pediatric Cardiologist. The Department of Pediatrics seeks a second pediatric cardiologist at Royal University Hospital. The position will be academic full-time at the assistant or associate professor level. Anticipated starting date is anytime after January 1, 1991. Interested applicants should send a letter of application and current curriculum vitae to: Dr. M.H. Shaker, Professor and Head, Department of Pediatrics, Royal University Hospital, Saskatoon, Saskatchewan, S7N 0X0. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Saskatchewan is committed to the principles of employment equity.

PHILOSOPHY

DALHOUSIE UNIVERSITY: Faculty of Arts and Social Sciences, Department of Philosophy is seeking applications for a full-time tenure track position. The position is to be filled by a Canadian citizen and permanent resident. The University of Dalhousie is seeking applications for a full-time tenure track position. The position is to be filled by a Canadian citizen and permanent resident.

The University of Western Ontario

KINESIOLOGY

The University of Western Ontario, Faculty of Kinesiology (formerly Physical Education) invites applications for a full-time tenure-track position in Philosophy of Sport at the Assistant Professor rank commencing July 1, 1991.

The successful candidate will be expected to teach undergraduate and MA level courses related to philosophy of sport as well as general courses in Kinesiology. Candidates must possess an area of expertise for scholarly work and will be expected to establish their own research program in this area. Candidates must possess the Ph.D. degree. Salary is commensurate with qualifications and experience.

In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons and persons with disabilities. Position is subject to budget approval. Application including a curriculum vitae, and the names of three referees should be submitted by May 1, 1991 to:

Dr. A. W. Taylor, Dean

Faculty of Kinesiology

The University of Western Ontario

London, Ontario

N6A 3K7



UNIVERSITY OF WESTERN ONTARIO

DEAN, FACULTY OF

PHYSICAL EDUCATION AND RECREATION

The University of New Brunswick, Fredericton, New Brunswick, invites nominations and applications for the position of Dean of the Faculty of Physical Education and Recreation. The appointment will be made on July 1, 1991 or as soon thereafter as possible.

The position requires strong leadership and administration of the Faculty's academic programs and of the University's program in intercollegiate athletics and its comprehensive program of physical recreation for the University community.

The academic areas identified for particular emphasis and development are Physical Education, Recreation and Sports Science, in both the undergraduate and post-graduate (Masters) programs. Candidates should have a significant record of research and teaching in one of these academic areas.

Candidates should hold the PhD or equivalent and have demonstrated leadership and administrative abilities in academic activities. Such experience in University sports programs is desirable.

The University of New Brunswick enrolls approximately 7500 full-time students in its various programs and has about 500 faculty members. The Faculty of Physical Education and Recreation currently has about 200 undergraduate students and 20 graduate students. The Faculty works closely with the Faculty of Education in Physical Education teacher preparation. It administers a comprehensive Intercollegiate Athletic's program, and an extensive program of Extramural and Physical Recreation program for the University community.

Applications and nominations should be sent by May 1, 1991, to:

Dr. R. E. Burdette

Vice-President (Academic)

University of New Brunswick

P.O. Box 4400

Fredericton, N.B.

E3B 5A3

Applications should include a CV and the names of three referees. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

The University of New Brunswick is committed to the principle of employment equity.

UNIVERSITY OF NEW BRUNSWICK

EPILEPSY CANADA
EPILEPSIE CANADA

You can be
part of
our success

Contact
your local
association

University of Ottawa
Ottawa, Canada
K1N 6N5

Toronto, Canada

REFER TO COMPETITION NUMBER 1BFAC91 UPON APPLICATION

CAUT BULLETIN ACPU

ment is directed to Canadian citizens and permanent residents.

THE KING'S COLLEGE, a Christian lib-B & SC degree, is a two-year program for women or men for a full-time tenure track involves teaching introductory psychology and upper level undergraduate courses in the areas of clinical psychology, developmental psychology, and social psychology. Faculty members are required to do research. A Ph.D. is expected as well as experience with the King's Christian Statement of Faith letter, curriculum vitae, and references. Send application, curriculum vitae, and references to: Dr. Keith Wray, Vice President Academic, The King's College, Dept. 1166, 37 St. John's, NL A1B 2M1, (409) 428-0727. The King's College is an equal opportunity employer, but in accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents.

LAKEHEAD UNIVERSITY. The Psychology Department of Lakehead University invites applications for research-oriented Clinical Psychologists for one and possibly two positions. The positions are presently designated term appointments, renewable up to three years, and may be converted to tenure. These positions are open to individuals with a Ph.D. in Psychology and a record of published research. The required and the rank is open. Applicants are asked to submit a curriculum vitae, a list of scholarly work, and names and addresses of three referees to: Dr. Jim Gellert, Acting Dean of Arts & Science, Lakehead University, 955 Lakeshore Blvd., Ontario, P7B 5E1. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Lakehead University is committed to equality and encourages applications from women, members of visible minorities, aboriginal peoples, and persons with disabilities.

BROCK UNIVERSITY. Department of Psychology Applications are invited for a tenure track position in our Department at the Assistant Professor level. We are looking for a Ph.D. Social Psychologist with an active program of research and a commitment to excellence in teaching. The Department has 23 tenure track positions and offers an exciting environment supporting the full range of academic interests. The closing date for applications will be March 30, 1991. Letters of application, together with curriculum vitae and references, should be sent directly to: Dr. D. A. MacLellan, Chair, Search Committee, Department of Psychology, Brock University, St. Catharines, Ontario, L2S 3A1. This position is subject to final budgetary approval. A decision will be made by 01 February 1991. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty. Qualified women candidates are especially encouraged to apply. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada. Lakehead University is strictly confidential.

BROCK UNIVERSITY. The Department of Psychology invites applications for two substitute replacement positions. These positions are contingent upon final budgetary and substitution approvals. We are seeking someone to teach life span developmental psychology at the second year, undergraduate level, position to begin July 01, 1991 and end on July 01, 1992. As well, we anticipate having a second person to teach a second year, undergraduate Statistics course and/or a third year research methods course, contract to begin July 01, 1991 and end on July 01, 1992. Requirements include a Ph.D. in psychology or a related field, a complete or near complete in Psychology and a commitment to both teaching and research, demonstrated by academic achievements in both areas. The closing date for applications will be March 30, 1991. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty. Qualified women candidates are especially encouraged to apply. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada. Lakehead University is strictly confidential.

ment is directed to Canadian citizens and permanent residents.

ECHANGE CANADO-SOVIÉTIQUE

L'Institut canadien pour la paix et la sécurité internationale a un nombre limité de places à combler en 1991 dans le cadre de son programme d'échange avec l'Institut des études canado-américaines de l'Académie des sciences de l'Union soviétique, et il invite les personnes que la chose intéresse à poser leur candidature. Les experts canadiens s'intéressant à la recherche et aux politiques soviétiques dans les domaines relatifs au mandat de l'Institut (limitation des armements, désarmement, défense, règlement des conflits, et questions connexes) sont priés de présenter des propositions sur un voyage de recherche pouvant durer un mois au maximum. La connaissance du russe est un atout.

La date limite a été fixée au 30 mars 1991. On annoncera en avril 1991 les noms des candidat(e)s retenue(s). Pour obtenir plus de détails sur la documentation et l'information à joindre à la demande, prière de s'adresser à:

Division de la Recherche
Institut canadien pour la paix et la sécurité internationales
360, rue Albert
Bureau 500
Ottawa (Ontario)
K1R 7P7
Tel: (613) 990-1593
Télécopieur: (613) 953-0894

Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Smoking at Brock University is prohibited.

UNIVERSITY OF ALBERTA, Faculté Saint-Jean. La Faculté Saint-Jean sollicite des candidats au poste de professeur (taux de salaire) adjoint(e) en psychologie. Tâches: L'enseignement au niveau du tel ou tel cycle de l'étude, la participation aux cours d'introduction ou la responsabilité de la situation des francophones en milieu minoritaire et une aptitude pour l'enseignement des diplômés de BA, de BEd, et de BSc. Toute candidature doit comporter un curriculum vitae détaillé avec les noms de trois répondants et doit être transmise au plus tard le 15 avril 1991 au docteur J. K. Bon, Doyen, Faculté Saint-Jean, Université d'Alberta, 408 rue Marie-Antoinette, 408 rue Marie-Antoinette, 408 rue Marie-Antoinette, 408 rue Marie-Antoinette. Elle encourage les candidats à soumettre des lettres de recommandation de membres des minorités visibles et des personnes handicapées. Conformément à la Loi sur l'équité en matière d'emploi, ce poste est ouvert aux citoyens canadiens et aux résidents permanents.

RELIGIOUS STUDIES

McGILL UNIVERSITY. The Faculty of Religious Studies, McGill University, invites applications for a tenure track appointment in Japanese Religion. The position is in the Department of Buddhist, Shinto, and New Religious Movements. An ability to teach Chinese Buddhism at an undergraduate level would be an asset. This appointment is at the Assistant Professor level and will begin June 1, 1991 (or later), subject to funding. Candidates must hold the Ph.D. and have a minimum of five years of teaching experience. Salary will be commensurate with qualifications and experience (minimum salary for rank is \$38,740). In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada. The closing date for receipt of applications is April 1, 1991. Applications, including a complete curriculum vitae and three letters of reference, should be sent to: Dr. Dean Dornan, Rummals, Faculty of Religious Studies, McGill University, 3520 University St., Montreal, P.Q. H3A 2A7.

RUSSIAN

UNIVERSITY OF NEW BRUNSWICK. Applications are invited for a probationary position in the Department of Russian Language and Literature which is expected to commence July 1, 1991. The appointment is subject to budgetary approval and will be at the Assistant Professor level. The candidate will be responsible for teaching Russian Language and Literature courses, and will participate in the development of an innovative, interdisciplinary, interuniversity programme of Russian Studies. A curriculum vitae, copies of published work, and the names of three referees should be sent to Professor S. Dickson, Department of German and Russian, University of New Brunswick, P.O. Box 4400, Fredericton, N.B. E3B 5A3, Canada. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of New Brunswick is committed to the principle of employment equity.

THE UNIVERSITY OF AUCKLAND, NEW ZEALAND. A Lectureship in Russian (Limited-Term, 4 years) Department of Russian (Vacancy JA 9620). The Department of Russian was established in 1962 and has offered a full-time position at MA level since 1976. This lectureship raises the complement in the Department to four full-time members of staff. Applicants should have a PhD or equivalent qualification in Russian or Slavonic

languages and literature, native or near-native fluency in Russian, and a strong commitment to Russian language and literature teaching at the undergraduate level. Publications, teaching experience and an ability to coordinate language courses are expected. A teaching interest in an area such as stylistics, advanced translation, or applied linguistics would be an advantage. Commencing salary is established within the range \$N27,440-\$N24,908 per annum. Conditions of appointment are detailed in the University of Auckland - An Equal Employment Opportunity Employer.

SCIENCE & TECHNOLOGY STUDIES

CONCORDIA UNIVERSITY. Science and Technology Studies. The Science and Human Affairs programme, part of the Geography Department at Concordia University, invites applications for a one-year, limited-term appointment at the rank of Assistant Professor beginning 1 June, 1991. Candidates should hold a Ph.D. in a relevant discipline, with previous exposure to the history of science or technology. The successful applicant is expected to teach and direct the Science and Human Affairs programme. Concordia University is committed to employment equity. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Please send a curriculum vitae, as well as the name of three referees, by 31 March 1991 to: Dr. Max Bailow, Chair, Geography Department, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec, H3G 1M8.

SCIENCES HUMAINES

UNIVERSITY OF ALBERTA, Faculté Saint-Jean. La Faculté Saint-Jean sollicite des candidats au poste de professeur (taux de salaire) adjoint(e) en psychologie. Tâches: L'enseignement au niveau du tel ou tel cycle de cours interdisciplinaires sur l'évolution de l'homme et de ses besoins matériels, culturels, et spirituels, ainsi que la responsabilité principale du poste. Qualifications: Doctorat, ou équivalent, dans une discipline des sciences humaines, telle qu'anthropologie ou sociologie. Ce poste ouvre la voie à la permanence. Sous réserve d'approbation budgétaire, la personne retenue sera nommée en fonction le 1er juillet 1991. Le traitement va de \$36 910 à \$45 695 (échelle 99-91) en fonction de la formation et de l'expérience. Faculté de langue française au sein d'une Université de langue anglaise, la Faculté Saint-Jean offre des diplômés de B.A., de B.Ed., et de B.Sc. Toute candidature doit comporter un curriculum vitae détaillé avec les noms de trois répondants et doit être transmise au

plus tard le 15 avril 1991 à l'adresse suivante: Dr. Bou, Doyen, Faculté Saint-Jean, Université d'Alberta, 408, rue Marie-Antoinette, Edmonton, Alberta T6C 2G4. Elle encourage les candidats à soumettre des lettres de recommandation de membres des minorités visibles et des personnes handicapées. Conformément aux exigences relatives à l'immigration au Canada, ce poste est offert aux citoyens canadiens et aux résidents permanents.

SOCIAL SCIENCE

YORK UNIVERSITY, Faculty of Arts, Division of Social Science. Applications are invited for a two-year contractually limited appointment commencing May 15, 1991, at the rank of Senior Lecturer or Assistant Professor. The successful candidate will serve as Interim Director of Undergraduate Studies in the Division of Social Science. Applicants should have demonstrated abilities in interdisciplinary studies and teaching, and strong administrative skills. A PhD and related experience is preferred. Due to increased salary commitments associated with this position, teaching load will be reduced accordingly. Teaching area will be determined in accordance with the qualifications of the successful candidate and the requirements of the Division of Social Science. Send curriculum vitae and names of three referees, by March 31, 1991, to: Dr. A. K. Chahal, Chair, Division of Social Science, Faculty of Arts, York University, North York, Ontario M3J 1P3. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. York University is implementing a policy of employment equity, including affirmative action for women faculty.

SOCIAL WORK

THE UNIVERSITY OF BRITISH COLUMBIA. School of Social Work. A tenure track position at the Assistant Professor rank beginning July 1, 1991, subject to budgetary approval. Successful candidate, with clear promise of excellence, will be expected to teach in the social policy or practice area at the undergraduate and graduate levels. Decorate required. Salary commensurate with qualifications and experience. Send resume to: D.G. Finlay, Chair, Committee of Recruitment, School of Social Work, University of British Columbia, Vancouver, B.C. V6T 1W5. Deadline for applications March 31, 1991. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of British Columbia encourages qualified women and minority applicants.

SOCIOLOGY

BRESCIA COLLEGE. Affiliated with The University of Western Ontario, invites applications for a full-time position as the Assistant Professor level beginning July 1,

1991. Applicants should have a PhD completed and be involved in an active research program. The ability to teach effectively is expected. Duties will include teaching undergraduate courses and engaging in research. Preference will be given to candidates with expertise in Methodology and Statistics and members of the following areas: Social Psychology, Social Change, and Social Stratification. Rank and salary according to experience and qualifications. Send curriculum vitae and the names of three references to: Susan Dolores Kuntz, 1288 Western Road, London, Ontario, N6G 1H2. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF SASKATCHEWAN. The Department of Sociology invites applications for a three-year term appointment, at the rank of Instructor. Initial salary is \$25,741. The successful candidate may be asked to teach courses in introductory

MARCH/MARS 1991 - 37

sociology and methods. Please send your cv and three letters of reference to: K. Storie, Department of Sociology, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0. Closing date for applications is March 31, 1991. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Saskatchewan is committed to the principle of employment equity.

LAKEHEAD UNIVERSITY. The Department of Sociology at Lakehead University seeks applicants for a nine month term appointment at the rank of Assistant Professor. The appointment will commence September 1, 1991. Preferred areas of specialization include Women's Studies and Sociology of the North although other areas will be considered. A Ph.D. is required. Salary will be commensurate with qualifications. Applicants should send their curriculum vitae and the



Memorial University of Newfoundland

VICE-PRESIDENT (Academic) AND PRO VICE-CHANCELLOR

Memorial University of Newfoundland invites applications from, and nominations of, qualified persons for the position of vice-president (academic). The appointment, the terms of which are negotiable, is to take effect Sept. 1, 1991, or as soon thereafter as may be mutually agreed.

Memorial University is a dynamic institution with many teaching and research programs of international distinction. Located on two campuses in Newfoundland (St. John's and Corner Brook), it is the largest university in Eastern Canada with approximately 17,500 full and part-time students, both undergraduate and graduate, supported by a faculty of over 900, and non-academic staff of some 2,000 individuals.

Reporting directly to the president, the vice-president (academic) is responsible for the general administration of the academic program and, in the absence of the president, assumes responsibility as acting president.

The vice-president (academic) is responsible for the Faculties of Arts, Science, Education, Medicine, Engineering and Applied Science, and Business Administration; the Schools of General and Continuing Studies and Extension, Music, Physical Education and Athletics, Nursing, Pharmacy, Social Work, and Graduate Studies; the Division of Co-operative Education; Sir Wilfred Grenfell College at Corner Brook; the university libraries; technical services; the Labrador Institute of Northern Studies; and the registrar's office.

Candidates should have an established reputation for scholarly achievement, a demonstrated record of administrative leadership, an ability to communicate effectively with all levels of the university community, and a strong commitment to teaching, scholarship and research.

In accordance with Canadian immigration requirements, first preference will be given to Canadian citizens and permanent residents.

Applications and nominations will be treated in confidence and should be submitted, accompanied by a curriculum vitae, by April, 30 1991, to:

Dr. A. H. Roberts, secretary
Vice-Presidential Search Committee
Memorial University of Newfoundland
St. John's, NF, Canada
A1C 5S7

FAX: (709) 737-2344

McGeachy Memorial Scholarship

The United Church of Canada invites individuals, and educational and mission institutions to write or phone for more detailed guidelines to the Senior Scholarship.

Anyone interested in applying, nominating or proposing must obtain the prospectus. The Committee particularly encourages women to apply.

All applications must be received in the Division of MPE offices by 4:30 p.m. on April 30, 1991. It is expected that an appointment will be announced by June 28, 1991.

For Prospectus contact:

Pauline Haliburton

Office of the Secretary, Theological Education
Division of Ministry Personnel and Education

The United Church of Canada
85 St. Clair Avenue East
Toronto, Canada M4T 1M8
Telephone: (416) 925-5931

names and addresses of three references by May 31, 1991 to Dr. J.H. Geller, Acting Dean of Arts and Science, Lakehead University, 355 Over Road, Thunder Bay, Ontario, P7B 5E1. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Lakehead University is committed to employment equity and encourages applications from women, members of visible minorities,

aboriginal peoples, and persons with disabilities.

THE ONTARIO INSTITUTE FOR STUDIES IN EDUCATION
The Department of Sociology in Education at the Ontario Institute for Studies in Education has a tenure track position (rank open) for a sociologist with a scholarly record in Anti-Racist Studies in Education. Scholarly interests in global development, the environment, and/or

peace would be an advantage. Candidates should have a doctorate, with publications beyond the doctorate in the relevant areas. The applicant must be eligible for appointment to the School of Graduate Studies at the University of Toronto. The position is available July 1, 1991 or as soon as possible. Applicants should submit an up-to-date curriculum vitae, and have three letters of reference sent by April 15, 1991 to: Dr. Malcolm Levin, Assistant Director (Academic), Ref #3573, Ontario Institute for Studies in Education, 252 Bloor St. West, Toronto, Ontario M5S 1V6. Enquiries may be directed to Professor James L. Heap, Chair, Department of Sociology in Education, at the above address, telephone 416-923-6641. We invite qualified applicants who are members of economically disadvantaged groups such as women, members of visible minority groups, persons with disabilities, and native people. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents only.

QUEEN'S UNIVERSITY, KINGSTON, ONTARIO
The Department of Sociology at Queen's University will be making two new contractual appointments. The first is for a lecturer or assistant professor level commencing either July 1 or September 1, 1991. Candidates must either have a Doctoral degree in Sociology or be close to the completion of that degree. Preference will be given to those who are qualified to teach courses in more than one of the following areas: Social Gerontology, Research Methodology and Statistics, the Sociology of Economic Life, Introductory Sociology, Race and Ethnic Relations, Social Legal Studies. Candidates with other areas of teaching expertise may also be considered. Applications, including vitae and names of three referees, should be sent to Professor Robert Pike, Chair, Appointments committee, Department of Sociology, Queen's University, Kingston, Ontario, K7L 3N6. The closing date for receipt of applications is April 30, 1991. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Queen's University has an employment equity program and encourages applications from all qualified candidates, including women, aboriginal peoples, people with disabilities, and visible minorities. Queen's University is willing to help the spouse of a new appointee to seek suitable employment.

SPANISH

SIMON FRASER UNIVERSITY
Limited-Term Visiting Professor - Summer Session 1991. The Department of Spanish and Latin American Studies at Simon Fraser University has a temporary position for an individual to teach Spanish 425 - Teaching Spanish as a Second Language from July 2, 1991 to August 16, 1991. The preferred candidate will possess a Ph.D. degree or equivalent qualifications in instruction of Spanish, and have teaching experience in second language instruction and teaching methodology. Salary, according to qualifications, and transportation to and from Vancouver will be provided. Applications together with a curriculum vitae and course outline should be sent to Jorge Garcia, Chair, Department of Spanish and Latin American Studies, Simon Fraser University, Burnaby, British Columbia, Canada, V5A 1S6; FAX: (604) 291-5950. Deadline for submission, until the position is filled, is in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Toronto. The position is available July 1, 1991 or as soon as possible. Applicants should submit an up-to-date curriculum vitae, and have three letters of reference sent by April 15, 1991 to: Dr. Malcolm Levin, Assistant Director (Academic), Ref #3573, Ontario Institute for Studies in Education, 252 Bloor St. West, Toronto, Ontario M5S 1V6. Enquiries may be directed to Professor James L. Heap, Chair, Department of Sociology in Education, at the above address, telephone 416-923-6641. We invite qualified applicants who are members of economically disadvantaged groups such as women, members of visible minority groups, persons with disabilities, and native people. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents only.

University, Burnaby, British Columbia, Canada, V5A 1S6; FAX: (604) 291-5950. Deadline for submission, until the position is filled, is in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Toronto. The position is available July 1, 1991 or as soon as possible. Applicants should submit an up-to-date curriculum vitae, and have three letters of reference sent by April 15, 1991 to: Dr. Malcolm Levin, Assistant Director (Academic), Ref #3573, Ontario Institute for Studies in Education, 252 Bloor St. West, Toronto, Ontario M5S 1V6. Enquiries may be directed to Professor James L. Heap, Chair, Department of Sociology in Education, at the above address, telephone 416-923-6641. We invite qualified applicants who are members of economically disadvantaged groups such as women, members of visible minority groups, persons with disabilities, and native people. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents only.

THE DEPARTMENT OF ROMANCE LANGUAGES
invites applications for a seasonal instructor in French to be employed from September 1, 1991, to April 30, 1992. Applicants should have native or near-native proficiency in French and be prepared to work in a strong teaching ability is essential. The successful applicant will teach in the undergraduate program and possibly give a graduate seminar in his/her area of specialization. Maximum salary is \$24,000, plus benefits. Applications, to include a cv and be supported by three letters of reference, should be sent as soon as possible to Dr. P.L. Knight, Chair, Department of Romance Languages, University of Alberta, Edmonton, Alberta, Canada T6G 2G6, and will be accepted until September 1, 1991. The University is committed to the principle of equity in employment. The University encourages applications from all qualified persons, including persons, members of visible minorities and women. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

SURGERY

MOUNT SINAI HOSPITAL
Division of Thoracic Surgery, Mount Sinai Hospital, a \$26-bed acute care, general teaching hospital, fully affiliated with Canada's largest Faculty of Medicine at the University of Toronto, requires a Division Head of Thoracic Surgery. The Division of Thoracic Surgery is a University based position under the supervision of Dr. Martin McKenney, Professor of Thoracic Surgery. The Division includes 21 staff surgeons and 20 beds, including 4 fully equipped step-down beds. The Division's major clinical and research thrusts are in Oncology and it also participates in the University's Lung Transplantation Program. The planned relocation of the Ontario Cancer Institute from St. Michael's Hospital, Canada's premier Oncology centre, next door to the Mount Sinai Hospital will offer an excellent development opportunity. Both institutions are renowned for their research endeavours and the successful integration of these endeavours with patient care programs. The Division is also committed to a very active undergraduate and postgraduate teaching program. A successful candidate will have a F.R.C.S.(C) or equivalent; be eligible to practice medicine in Ontario; will be recognized as a skilled Thoracic Surgeon and an outstanding teacher; will have a background in research and be interested in and capable of furthering existing and planned research programs; will have effective leadership skills; will have previous experience in an administrative position. The successful candidate will be eligible for a senior academic appointment in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Interested candidates should forward curriculum vitae to: Chairman, Search Committee for a Division Head of Thoracic Surgery, Mount Sinai Hospital, 620 University Avenue, Room 346, Toronto, Ontario M5G 1X5.

UNIVERSITY OF OTTAWA - Faculty of Medicine - Chair of the University Division of General Surgery
The University of Ottawa invites applications for the position of Chairperson of the University Division of General Surgery. The successful candidate will be eligible to practice medicine in Ontario and hold certification of the Royal College of Physicians and Surgeons of Canada in General Surgery. The Faculty is seeking an individual with a track record of academic and academic excellence, leadership skills and potential to develop a strong research program in General Surgery. The Division is responsible for directing both undergraduate teaching and postgraduate programs in General Surgery in the Ottawa Civic Hospital and Ottawa General Hospital and Children's Hospital of Eastern Ontario. The successful candidate will hold a position in the university and be eligible to practice as Chair of the University Division of General Surgery.

General Surgery and Head of one of the affiliated teaching hospitals. The Faculty is seeking an individual who will hold a full-time position in the University. Salary and fringe benefits are commensurate with qualifications and experience, and are available with the University of Ottawa. Priority will be given to Canadian citizens and permanent residents of Canada in accordance with Canadian immigration requirements. The successful candidate will have a minimum of 10 years' experience in General Surgery and a working knowledge of both English and French is desirable and a commitment to research is essential. The position will include an appointment at an appropriate academic rank in the School of Medicine and privileges at the Montreal Children's Hospital. In addition to patient care, the successful candidate will be responsible for Research will be a necessary major commitment (50%). The candidate must have a minimum of 10 years' experience in Paediatric Surgery. The candidate should have a working knowledge of both French and English. This appointment is available immediately. Please send curriculum vitae to: Dr. Frank M. Guttman, Director, Academic Department, Room 1137, The Montreal Children's Hospital, 2300 Avenue Ste. Helene, Montreal, Quebec H3H 1P3. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

MCGILL UNIVERSITY
General Paediatric Surgery. The McGill University sub-department of Paediatric General Surgery seeks a full-time Paediatric General Surgeon. The position will include an appointment at an appropriate academic rank in the School of Medicine and privileges at the Montreal Children's Hospital. In addition to patient care, the successful candidate will be responsible for Research will be a necessary major commitment (50%). The candidate must have a minimum of 10 years' experience in Paediatric Surgery. The candidate should have a working knowledge of both French and English. This appointment is available immediately. Please send curriculum vitae to: Dr. Frank M. Guttman, Director, Academic Department, Room 1137, The Montreal Children's Hospital, 2300 Avenue Ste. Helene, Montreal, Quebec H3H 1P3. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

VETERINARY MEDICINE
UNIVERSITY OF SASKATCHEWAN
Western College of Veterinary Medicine. **Veterinary Molecular Biologist/Physiologist**. Applications are invited for a candidate for a faculty position as the Assistant/Associate Professor level. Qualifications include a Ph.D. in a biological science, a research background in molecular biology and a preference for a degree in molecular biology. The candidate should have a strong interest in the application of molecular biology to improving the efficiency of livestock production. The appointee will be expected to contribute to the development of research in immunology and microbiology by participating in a major new interdisciplinary research program on the control of reproduction, growth and disease in livestock. The successful applicant is expected to develop an independent research program with a strong focus on molecular biology as applied to biotechnology in farm animals. Involvement in both the undergraduate and graduate teaching program of the department is expected. The appointee will also advise and direct graduate students and may develop a graduate course in the areas of specialization. In accordance with the employment equity policy of this university, women are encouraged to apply. Salary will be commensurate with qualifications and experience. Qualified applicants are invited to submit a letter of application including curriculum vitae and the names of three references to: Dr. D.L. Hamilton, Head, Dept. of Veterinary Physiology and Pharmacology, Western College of Veterinary Medicine, University of Saskatchewan, Saskatoon, Saskatchewan, S4N 0W0 Canada; (Telephone) (306) 965-7341. Applications should reach this office before April 30, 1991. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Saskatchewan is committed to the principles of employment equity.

UNIVERSITY OF GUELPH, ONTARIO VETERINARY COLLEGE. Position in Large Animal Medicine.
The Department of Clinical Studies, University of Guelph, is soliciting applications for a candidate for the position of Assistant Professor (tenure track) available July 1, 1991. Applications should be in the equivalent degree and must be licensed or eligible for licensure to practice in the province of Ontario. Applicants must be board certified, or eligible for board certification, in the ACVIM and/or the ACVIM. The candidate must have a minimum of three years post graduate teaching experience at the undergraduate level and be given to candidates with an advanced degree and/or demonstrated research experience in the field of large animal medicine. The prime responsibilities of the positions involve 21 week-year of clinical teaching/service in the Veterinary Teaching Hospital teaching large animal surgery at the undergraduate and graduate level, 11 weeks/year of laboratory/clinical teaching at the undergraduate and graduate level including professional C.E. and lay extension; and 16 weeks/year to develop an independent research program. Current basic and clinical research interests of faculty include equine developmental bone disease, respiratory function evaluation, the intestinal repositioning injury and the pathogenesis of abdominal adhesions. In addition to ultrasonographic and fiberoptic endoscopic equipment faculty have access to a variety of diagnostic and therapeutic medicine, surgery, MRI and cobalt radiation therapy. Permanent postgraduate training positions in large animal surgery include 2 mlem and 4 DVSc positions. The deadline for applications will be April 30, 1991 or until the positions are filled. Contact: Chairperson, Department of Clinical Studies, University of Guelph, Guelph, Ontario, N1G 2W1; (519) 823-8900, extension 4000, and provide a current curriculum vitae and the names of at least three referees. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. A female candidate will be selected to fill this position unless a male candidate is demonstrably better qualified. These appointments are subject to final budgetary approval.

UNIVERSITY OF GUELPH, OVS: Position in Clinical Epidemiology.
The Department of Population Medicine, Ontario Veterinary College, is accepting applications from a candidate for a postgraduate training leading to the Doctor

degrees with an advanced degree and/or demonstrated research capability. Salary will be negotiable and commensurate with qualifications. The prime responsibilities of the position involve 21 weeks/year of clinical teaching in the Veterinary Teaching Hospital teaching large animal medicine at the undergraduate and graduate level, 11 weeks/year of laboratory/clinical teaching at the undergraduate and graduate level including professional C.E. and lay extension; and 16 weeks/year to develop an independent research program. Current basic and clinical research interests of faculty include equine developmental bone disease, respiratory function evaluation, the intestinal repositioning injury and the pathogenesis of abdominal adhesions. In addition to ultrasonographic and fiberoptic endoscopic equipment faculty have access to a variety of diagnostic and therapeutic medicine, surgery, MRI and cobalt radiation therapy. Permanent postgraduate training positions in large animal surgery include 2 mlem and 4 DVSc positions. The deadline for applications will be April 30, 1991 or until the positions are filled. Contact: Chairperson, Department of Clinical Studies, University of Guelph, Guelph, Ontario, N1G 2W1; (519) 823-8900, extension 4000, and provide a current curriculum vitae and the names of at least three referees. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. A female candidate will be selected to fill this position unless a male candidate is demonstrably better qualified. These appointments are subject to final budgetary approval.

UNIVERSITY OF GUELPH, ONTARIO VETERINARY COLLEGE. Two Positions in Large Animal Surgery.
The Department of Clinical Studies, University of Guelph, is soliciting applications for two candidates for the position of Assistant Professor (tenure track) available July 1, 1991. Applications should be in the equivalent degree and must be licensed or eligible for licensure to practice in the province of Ontario. Applicants must be board certified, or eligible for board certification, in the ACVIM and/or the ACVIM. The candidate must have a minimum of three years post graduate teaching experience at the undergraduate level and be given to candidates with an advanced degree and/or demonstrated research experience in the field of large animal medicine. The prime responsibilities of the positions involve 21 week-year of clinical teaching/service in the Veterinary Teaching Hospital teaching large animal surgery at the undergraduate and graduate level, 11 weeks/year of laboratory/clinical teaching at the undergraduate and graduate level including professional C.E. and lay extension; and 16 weeks/year to develop an independent research program. Current basic and clinical research interests of faculty include equine developmental bone disease, respiratory function evaluation, the intestinal repositioning injury and the pathogenesis of abdominal adhesions. In addition to ultrasonographic and fiberoptic endoscopic equipment faculty have access to a variety of diagnostic and therapeutic medicine, surgery, MRI and cobalt radiation therapy. Permanent postgraduate training positions in large animal surgery include 2 mlem and 4 DVSc positions. The deadline for applications will be April 30, 1991 or until the positions are filled. Contact: Chairperson, Department of Clinical Studies, University of Guelph, Guelph, Ontario, N1G 2W1; (519) 823-8900, extension 4000, and provide a current curriculum vitae and the names of at least three referees. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. A female candidate will be selected to fill this position unless a male candidate is demonstrably better qualified. These appointments are subject to final budgetary approval.

UNIVERSITY OF GUELPH, OVS: Position in Clinical Epidemiology.
The Department of Population Medicine, Ontario Veterinary College, is accepting applications from a candidate for a postgraduate training leading to the Doctor

LE CENTRE FRANCO-ONTARIEN DE FOLKLORE est à la recherche D'UN DIRECTEUR GÉNÉRAL D'UNE DIRECTRICE GÉNÉRALE Type d'établissement

Le Centre franco-ontarien de folklore, incorporé en 1972, est un centre d'interprétation officiellement reconnu comme institution provinciale par le Ministère de la Culture et des Communications. Il a comme mandat de recueillir sous toutes ses formes, de conserver et de diffuser le patrimoine oral français de l'Ontario.

Description du poste
Relevant du conseil d'administration, en collaboration avec le directeur de recherche, vous aurez la responsabilité d'établir, d'administrer et de coordonner la programmation du Centre franco-ontarien de folklore. Par ailleurs, vous aurez la responsabilité de la conception des activités et de la gestion des objectifs. Vous devrez assumer un rôle de chef de file auprès de la communauté franco-ontarienne.

Qualifications
Diplôme dans les relations communautaires et publiques, vous intégrez le service à la clientèle à votre philosophie de gestion et vous savez dialoguer avec les responsables des ministères et des agences gouvernementales.

Vous possédez un diplôme universitaire ou l'équivalent en ethnologie (folklore), muséologie ou en arts et vous avez acquis une expérience solide en gestion et financement des organismes publics. Votre capacité d'initiative et les réalisations dans vos activités professionnelles antérieures seront déterminantes. Une connaissance de la francophonie hors-Québec et le bilinguisme sont aussi des atouts supplémentaires.

Conditions de travail
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series be brought together and technology transfer analysis and proposals for change on technological innovations and how they affect people in the workplace. Manuscripts must have a concluding section entitled 'Implications for Research and Practice for Women and Technology' which will include paper on the following: interdisciplinary, theoretical, empirical, macro or micro. Submit 5 copies of your manuscript before October 31, 1991 to: Dr. Urs Gattiker, Editor, TIHRM, Faculty of Management, University of Lethbridge, University Drive, Lethbridge, Alberta Canada, T1K 3M4. Telephone: (403) 325-3238, (403) 320-6956, fax: (403) 325-2038, e-mail: GATTIKER2@CG.ULETH.CA (on bintnet).

RÉPERTOIRE DE LA DIDACTIQUE DU FRANÇAIS LANGUE MATERNELLE: Les chercheurs de l'Alliance canadienne des enseignants et enseignantes et des enseignants du français préparent un répertoire des œuvres sur l'enseignement du français langue maternelle. Nous désirons qu'y figurent tous les produits, tant imprimés, informatiques qu'audiovisuels, de la recherche, des études ou des

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1991 CANADIAN GUIDANCE AND COUNSELLING ASSOCIATION CONFERENCE is set for May 22-24, 1991 at the Halifax Hilton, Halifax, Nova Scotia. Keynotes will include *What Color is Your Parachute?* author, Richard Bolles; Kids and the Future, Barbara Colorado, and Quebec journal, *Le Journal de la Jeunesse*. Laurent Laplante, Four pre-conference workshops have been scheduled for May 21-22. Eighty program sessions have been selected to reflect the theme "Side by Side: Helping Professionals Work Together." For registration brochures and information contact Perry Green, 1000 Bx 086, Station M, Halifax, Nova Scotia, B3J 3B7, telephone: (902) 424 5166, fax (902) 424 0511.

research papers for publication in the newly formed Journal of Biochemical Physics. The Journal of Biochemical Physics is aimed at rapid processing and publication of papers dealing with biology, chemistry, physics, applied sciences and other related disciplines of science. Submitted papers must be original and must not have been published elsewhere. Review papers are also acceptable. For further information and rules regarding write-up of manuscripts, contact: Dr Matshela Molepo, 1707 Meadowbrook Road, Gloucester, Oni K1B 4W6, Botswana. Tel: +267 31 741 7007.

PUBLICATIONS, 1991 Edition—*Spiral bound. Industrial Relations Legislation in Canada (ICGP P Code 022501) — A review of the federal and provincial legislation of general application governing collective bargaining in the private sector — Covers major provisions such as those on certification, representation, government intervention during unusual circumstances, non-union conditions for legal strikes, strike replacements, check-off of union dues, and provisions having to do with essential services and technological change. Employment Standards Legislation in Canada (ICGP P Code 022502) — Report on minimum employment standards as they have been established by federal, provincial and territorial legislation — Contains analytical*

activités dans ce domaine au Canada. Pour y faire inscrire vos travaux, vous n'avez qu'à écrire à l'adresse indiquée ci-dessous. Nous vous ferons parvenir les documents nécessaires. **Benoît Cazobon**, président de l'AGREF, Faculté d'éducation, Université d'Ottawa, 145, rue Jean-Jacques Lussier, Ottawa (Ontario)

SEVENTH ANNUAL CONFERENCE of the Society for Teaching and Learning will take place June 15-18, 1991 at Oahu House University, Halifax, Nova Scotia. The S.T.L.H.E. invites proposals for innovative presentations on developing teaching and learning in higher education. Submissions are welcomed from faculty, instructional developers and

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CANADIAN SOCIETY OF MICROBIOLOGISTS - 41st Annual Meeting, 2-7 June 1998, Western Ontario Convention Center, Contact: Dr. Miguel Valverde, University of Western Ontario, London, Ont. N6A 3K7, Canada, Tel: (519) 663-9100 ext. 3222, Fax: (519) 663-9100, E-mail: mvalverde@western.on.ca

Microbiology & Immunology, University of Western Ontario, London, Ont. N6A 3K7, Canada, Tel: (519) 663-9100 ext. 3222, Fax: (519) 663-9100, E-mail: mvalverde@western.on.ca

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London, UK, NSA 5C1

THE INTERNATIONAL ASSOCIATION OF APPLIED MECHANICS AND PEACE AFFAIRS CONFERENCE on "The Global Environment: Interdependence in the 1990s" (ICUNP IV), Contact: Professor S. Juyal, Department of Political Science, University of Alberta, Edmonton, Canada T6G 2G2, Canada. Telephone: (306) 585-4202, Fax: (306) 585-4780. Conference to be held in Stockholm, California, U.S.A. on September 18-20, 1991, on the east of San Francisco, April 18-20, 1991.

13TH CANADIAN CONGRESS OF APPLIED MECHANICS, Winnipeg, Manitoba, Canada. For General Information may be obtained from The Secretary CANCAM 31, Department of Mechanical Engineering, University of Manitoba, Winnipeg, Manitoba, Canada R3T 2N2.



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quelque chose d'une amie
de longue date.

Vous savez, Lucie et moi sommes de grandes amies depuis nos années de couvent. Je pensais tout connaître d'elle...eh bien! elle m'en a appris une bonne à son sujet.

Elle m'a appris qu'elle venait tout juste de modifier son testament pour y inclure un don à la Société Canadienne du Cancer. Et cela, bien qu'elle ait contribué généreusement à plusieurs reprises à la Société. Elle a posé ce geste parce que, dit-elle, le cancer peut être vaincu.

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2687-2689, 2691-2693, 2695-2697, 2699-2701, 2703-2705, 2707-2709, 2711-2713, 2715-2717, 2719-2721, 2723-2725, 2727-2729, 2731-2733, 2735-2737, 2739-2741, 2743-2745, 2747-2749, 2751-2753, 2755-2757, 2759-2761, 2763-2765, 2767-2769, 2771-2773, 2775-2777, 2779-2781, 2783-2785, 2787-2789, 2791-2793, 2795-2797, 2799-2801, 2803-2805, 2807-2809, 2811-2813, 2815-2817, 2819-2821, 2823-2825, 2827-2829, 2831-2833, 2835-2837, 2839-2841, 2843-2845, 2847-2849, 2851-2853, 2855-2857, 2859-2861, 2863-2865, 2867-2869, 2871-2873, 2875-2877, 2879-2881, 2883-2885, 2887-2889, 2891-2893, 2895-2897, 2899-2901, 2903-2905, 2907-2909, 2911-2913, 2915-2917, 2919-2921, 2923-2925, 2927-2929, 2931-2933, 2935-2937, 2939-2941, 2943-2945, 2947-2949, 2951-2953, 2955-2957, 2959-2961, 2963-2965, 2967-2969, 2971-2973, 2975-2977, 2979-2981, 2983-2985, 2987-2989, 2991-2993, 2995-2997, 2999-3001, 3003-3005, 3007-3009, 3011-3013, 3015-3017, 3019-3021, 3023-3025, 3027-3029, 3031-3033, 3035-3037, 3039-3041, 3043-3045, 3047-3049, 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